



STARCATCHERS

Sustainability Policy



2023-24

In line with Starcatchers' strategic priorities and 2021-26 Business Plan, there will be two actions for change underpinning all work – Diversity and Environment. We recognise that a socially-just operational model puts the welfare of both people and the planet at the heart of decision making.

Starcatchers fully supports this policy and it will be reviewed and updated annually. Starcatchers is committed to a regular review of their environmental impact of our activities, engaging all members of staff and the Board in this review. All employees and those engaged in Starcatchers activities are responsible for adhering to the company's environmental policy which will be made available to all new members of staff and freelance employees as part of their induction.



Environmental Policy

Last updated April 2023

We recognise that our world is in a climate crisis. With our youngest children at the heart of all our work, it is our responsibility to find new ways of working that can reduce our impact on the planet and reduce our carbon emissions. Starcatchers' activities should contribute to children having a greener, healthier environment to grow up in.

At Starcatchers we are committed to monitoring, managing and minimising our environmental impact and continually improving our environmental practices. We are delighted to be a member of Creative Carbon Scotland's Green Arts Initiative, a growing networked community of 220 cultural organisations committed to developing a greener arts sector throughout Scotland.

Implementation

- All staff, members and board members will be briefed on the policy and must agree to apply it in practice. The policy is incorporated in the contract of employment and it is a condition of service that all staff understand and operate the policy fully. The effectiveness of this policy will be monitored and updated annually in accordance with new legislation.
- Training and guidance will be provided for key decision makers.
- The Chief Executive and Board of Trustees are responsible for ensuring that this policy is implemented.

References

Where referred to, employment procedures and practices are in relation to the:

- [Creative Scotland's Climate Emergency and Sustainability Plan](#)
- [Securing a green recovery on a path to net zero: climate change plan 2018–2032 - update](#)
- [IPCC's Synthesis Report](#)
- [Edinburgh City Council 2030 Climate Strategy](#)
- [Scottish Government 2019 Climate Change Act](#)
- [Climate Change \(Emissions Reductions Targets\) \(Scotland\) 2019](#)
- [United Nations Paris Agreement](#)
- [IPCC report 2022](#)
- [Sustainable Development Goals \(SDGs\)](#)

Context and Background

Starcatchers' vision is that our youngest children, those from birth to 5 years, fulfil their right to access arts and creative experiences that give inspiration, joy and wonder to early childhood in Scotland.

Our mission is to inspire babies, toddlers and young children by including them in high quality live performances and creative experiences that fulfil their right to access a rich arts and cultural life in Scotland regardless of where they live or their background.

Starcatchers offers innovative, beautiful, collaborative arts and creative experiences that babies, toddlers and young children aged birth-5 can share with their parents and carers. Engaging with and participating in these activities brings joy and wonder, fostering the understanding that very young children are creative agents with their own capabilities and voices. Placing the child's voice at the heart of everything we do also means looking after things that are central to children's wellbeing. This means making strong choices to actively support diversity and inclusion so that all babies can grow up in a more equal and just society. It also means a commitment to climate action, carbon reduction and new models of sustainable working.

Starcatchers was founded to provide our youngest children with the opportunity to experience theatre and the arts. Integral to that was the belief that all children, regardless of their age and stage of development, have a right to access arts and cultural life as outlined in Article 31 of the United Nations Convention on the Rights of the Child (UNCRC).

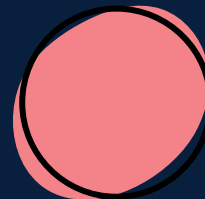
This belief is unwavering. As Scotland incorporates the UNCRC into domestic law, our resolve to ensure that all our youngest children have access to age-appropriate, quality arts and cultural experiences is reinforced

We believe that Scotland should be the best place in the world to grow up and that Starcatchers, as the National Arts and Early Years Organisation, has an integral role to play in achieving this goal. Underpinning all our work sit two actions for change – Diversity and Environment. As we strive to address some of the most significant challenges of our time, we aim to achieve positive action through our activities and our model of working.

There is an inequity of access to the arts. We must actively work together with those facing systemic exclusion to find out what is needed and wanted, and how we positively effect change. We will strive to amplify the voices of the under-represented, this means actively diversifying the artists we work with, the work we make, the audiences we engage with, and the staff and board who support the organisation.

The Protected Characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation provide a minimum standard and legal benchmark. While our business model is directly related to the protected characteristics of Age and Pregnancy/Maternity, we recognise the intersectionality of all forms of discrimination including classism, ableism, and socio-economic inequalities in our society. This is why our Action Plan sets out ways to reach higher than the minimum legal standard of Protected Characteristics and Children's Rights.

We recognise that our world is in a climate crisis. With our youngest children at the heart of all our work, it is our responsibility to find new ways of working that can reduce our impact on the planet and reduce our carbon emissions. Starcatchers' activities should contribute to children having a greener, healthier environment to grow up in.



Our Environmental Commitments

2023/24

- **To reduce our carbon impact and embed sustainable practices within Starcatchers to help tackle the climate emergency, and encourage positive contributions to environmental sustainability among our board, staff, artists and audiences**
- **Integrate and promote the consideration of environmental concerns and impacts into our decision-making and activities across the organisation and to our stakeholders**
- **Minimise waste by reduction, re-use and recycling methods**
- **Provide appropriate guidance and resources to staff and artists to meet the commitments of this policy, through training, advice and information and to encourage them to develop new initiatives**
- **Communicate our environmental and sustainability commitments and practices to our board, staff, artists, audiences, and our communities and encourage their support and participation**
- **To review, evaluate, and continually strive to improve our sustainability**
- **To strive towards City of Edinburgh's net-zero target by 2030.**
- **To meet Scottish Government's net-zero target by 2045.**

Starcatchers' Environmental Commitments apply across all of our work

Now more than ever we need to take meaningful action to protect our planet and Scotland's future generations. With campaigns like Fridays for Future, we recognise children and young people are a significant driving force behind the action against climate change, and, as an organisation that aims to promote and amplify the voice of the child, it's important we reflect this concern across our work. Our Environmental commitments are central to our Policy and Action Plan for 2023/24. On the next pages, we will highlight the specific areas of work we will be focusing on.

1

Travel

- All Starcatchers' staff travel should be by public transport wherever possible, unless time or money make it impractical.

For example:

1. Location is inaccessible via public transport
2. Time to travel via public transport is vastly in excess of driving time
3. Heavy material needs to be transported
4. Multiple members of staff are travelling

- For any long-distance journeys in the mainland UK, Starcatchers staff must not travel by plane without approval from management. We aim to implement this to the islands and Ireland in the future.
- We will aim to travel by rail rather than air as far as possible when travelling internationally.
- We will offset excess carbon each year.
- Starcatchers will use video-conferencing and digital shared-working platforms, where appropriate, to prevent unnecessary travel.

2

Touring and Events

We will:

- Follow the framework of the [Theatre Green Book](#) for all productions and programmes.
- Trial the use of electric vehicles across all our programmes of work, focusing on our touring performances when available to do so. Until then we will continue to lobby hiring companies to make electrical vehicles available.
- Arrange tour schedules to minimise travel.
- Think about the life cycle of old sets, props, costumes and reduce, reuse, recycle.
- Choose accommodation that is listed in the Green Tourism Business Scheme.
- Tour to venues who have a robust environmental policy in place.
- Work with venues to help them understand their audiences' travel behaviour and help them encourage audiences to use public transport.
- When planning events, Starcatchers will ensure public transport options are available to reach the venue and will consider public transport schedules in setting start and end times.
- Provide vegan and vegetarian catering as standard, with options for participants to advise of other requirements.

3

Operations and Resources

Starcatchers will support staff to monitor and reduce the carbon footprint and environmental impact of their home working space, as well as company premises. We will:

- Track carbon usage across all our projects to see where we can improve.
 - Run regular inventories of all Starcatchers' storage units, to encourage reuse of items.
 - Work with suppliers that can evidence their own environmental policies and purchase products that do the least damage to the environment.
 - We will ensure that new equipment purchases are as energy efficient as possible. A purchasing directory has been created to make a list of more sustainable suppliers.
 - Purchase reusable items as standard, followed by recyclable and biodegradable items. Single use items will be purchased on request and upon approval.
 - Maintain a policy of “minimum waste”: essential to the environmental, sustainable, cost-effective and efficient running of all our operations. This includes materials, where we aim to reduce, reuse or recycle any waste generated, and energy, where we aim to increase efficiency.
 - Switch off all electronic equipment when not in use.
 - Use recycling facilities at locations we work in.
 - Continue to ask the families with whom we work, and our community partners, what we can do to support them with local ideas such as swap shops, reuse and repair sessions and partner support.
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- Minimise the amount of printed material produced for supply to members and the wider sector. Where printed materials are required, Starcatchers will aim to produce them on recycled paper stock.
 - Where possible regular communication will be undertaken by email rather than letters, brochures and flyers. Information will also be made available to access and download via the website, so it is not necessary to rely on printed material. Printing should be kept to a minimum where possible. All essential printing should utilise scrap paper or double-sided printing whenever possible to minimise paper and ink usage.
 - Using local printers and printing of all publicity materials on sustainable paper.
 - All paper supplies purchased for office will be FSC certified recycled paper. All printed material must have the Recycle Me logos on to encourage recycling

5

Shared Learning

- All staff, core artists, and board members will be Carbon Literacy trained, and provided with any other guidance, resources and training to support them to feel confident in tackling the climate crisis.
- Provide opportunities to explore the positive impact of greener arts through our artist development scheme, Playspace.
- Each team member will receive a set of green guidelines on point of contract.
- All team members will take responsibility for adhering to the company's environmental policy. All staff are responsible for playing their part in achieving its objectives.
- The company's environmental policy forms part of the Company Handbook, which is agreed by all new members of staff. Both employed and self-employed staff and artists are encouraged to be involved in the company's environmental programme of activities.
- All team members are invited to participate in Starcatchers' Green Team, led by our Green Champion, who meet regularly to discuss progress and new ideas.
- Starcatchers will collaborate and share learning with other organisations to reduce carbon impact, recognising that collaboration is an essential component of carbon reduction.
- Work with our artists, venues and companies to instill sustainability best practice from the inception to delivery of our programmes of activity.
- Share learning with staff, board, artists, communities and audiences via regular communications
- Embrace new models of working to reduce carbon impact
- Starcatchers will spread the message of the importance of more sustainable and environmentally friendly working and art practices through our website and social media.