

Magpie Dance Environmental Policy

Magpie Dance aims to reduce any negative impact on the environment that may result from our activities and use our position in the sector to influence and encourage change. Our commitment to refresh and re-energise our Environmental Action Plan is set out in our 2022-26 business plan: during the period we will set targets to reduce our carbon footprint across our working methods and programmes of activity. Our Co-CEO's will attend regular Carbon Literacy training to help the take forwards and refresh the Activity Plan.

We are committed to supporting the ambitions of the 2015 Paris Agreement to limit global temperature rise to below 2°C below pre-industrial levels and our work aligns with the UN Sustainable Development Goals. Within the UK we have aligned our policy with the UK Climate Change Act and the Mayor of London's ambition to achieve Net Zero Carbon by 2030.

We recognise the power of the arts and working with people with learning disabilities to inspire and imagine a positive future and to help people transition to a low carbon world; we recognise our responsibility to reduce our negative environmental impact on the world that generation will inherit. We seek to work in partnership within the arts and higher education sectors and within our local area of Bromley to further our ambitions and impact.

We recognise the urgency of the climate issue and have joined with others to declare a Climate Emergency. We will work to influence positive environmental change amongst our beneficiaries (participants, artists, staff, volunteers, audiences), suppliers and stakeholders.

Our impacts

The organisation's key environmental impacts are production of waste, procurement, water use and travel.

For 2022 – 26 we will set targets to reduce impacts from waste (reduce overall amount, recycle more, reduce waste to landfill) and create baseline measurements for travel, staff commuting, and production activity.

We will use the Industry Green tools supplied by Julie's Bicycle in line with our funding agreement with Arts Council England, cross referencing the Higher Education guidance and EUAC's Race to Zero targets.

Our commitments for 2022 - 2026

Our strategic goals to improve our environmental sustainability 2022-2026 are:

- Take key steps to achieve a Net Carbon Zero building by 2030
- Inspire, equip, engage and empower our staff to drive change
- Upskill and equip our participants (who have learning disabilities)

- Work in partnership to increase our impact and communicate our work
- Lay the foundations for Net Carbon Zero across all our activities
- Implement Green Purchasing across our work (this is the practice of procuring goods and services that cause less harm to the environment, and the living beings that depend upon it for survival). Green products are those manufactured with more environmentally friendly materials, or which are produced with minimal impact to the environment.

Our action plan is designed to help us achieve these goals.

Through all aspects of our organisation and work we commit to the following principles:

Strategic:

- Working to achieve Net Carbon Zero for Scope 1 and 2 emissions (energy use) by 2030.
- Embedding the principle of environmental responsibility into all our core strategic plans and operational frameworks
- Extend our understanding of our current impacts and potential for change, using data to inform our planning, target setting and decisions.
- Embedding continuous environmental improvement into our business plan, integrating the principles of sustainability into all of our activities
- Ensure that our decisions, activities, policies and services are developed taking into account environmental concerns and impacts
- Ensuring compliance with all relevant environmental legislation, regulations and other requirements as a minimum
- Work in partnership with others within the arts and locally in Bromley to increase our impact, share learning and advocate for change.

Operational:

- Continue to reduce our use of energy, water and other resources
- Minimise waste by reduction, re-use and recycling (including costumes)
- Promote responsibility for the environment within our organisation and communicate and implement this policy at all levels within our workforce, artists and beneficiaries including
 - identifying and providing appropriate training, information and advice
 - encouraging people to develop new ideas, ways of working and other initiatives
 - promoting and encouraging participation in local initiatives and schemes
 - reducing the impact of travel and staff commuting (keeping in mind safeguarding for our participants)
- As part of our induction, we will ensure that all, staff and participants are aware of, and understand this policy and their impact
- Source products locally and use environmentally responsible products wherever possible
- Take account of sustainable construction principles when searching for an office space including any refurbishment work that we may undertake, putting environmental sustainability at the heart of our capital strategy

- Consider carefully our International remit, working to maximise the positive benefits of exchange whilst minimising our environmental impact
- Reduce the environmental impact of procurement by
 - formulating and implementing a sustainable and ethical procurement process
 - when/if working with suppliers; to ensure they work in environmentally sustainable ways when delivering products and services

Accountability

Our Board of Trustees and Co-CEO's are responsible for environmental management and performance and the integration of sustainable development for Magpie Dance. They will

- review the policy and our performance annually
- ensure we set achievable yet ambitious targets for positive change in our business plan
- ensure that appropriate resources are provided in order to meet the commitments of this policy
- Co-CEO's will ensure staff apply the principles of our approach and work to further our strategic goals
- Co-CEO's will drive the implementation of the policy and delivery of the action plan
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Policy Scope

Our policy applies to all members of staff/freelancers, volunteers, participants and their families, contractors, artists, visiting companies and operational aspects of the organisation.

Approved by the Board on: **17th October 2023**