

Environmental & Climate Crisis Policy	Last reviewed: Oct 2021
This policy outlines BOP's approach to minimising the Company's carbon emissions including procedures required of staff and employed freelancers.	Managed by: Engagement Manager

Introduction

Birds of Paradise recognises we are in a climate crisis.

In line with the Scottish Government's ambition of reaching net-zero emissions by 2045, we recognise that difficult, drastic and uncomfortable decisions will have to be made, within the arts sector and across wider society. The activity of Birds of Paradise, like all arts organisations, impacts upon our environment; our activities make use of virgin materials, produce carbon emissions and recyclable and non-recyclable waste.

However, we also recognise the unique ability of the creative and cultural sectors to work with empathy and imagination across communities, to encourage an active participation in civil society that can work towards a just and green recovery. We believe that the arts can and should be part of the solution. As such BOP was a foundational member of the group [Culture for Climate Scotland](#) and we use their [10 Steps to a Just and Green Recovery](#) to underpin our thinking as a company and within this policy.

The aim of this Environmental Policy is to ensure that all staff, board members and people working in association with Birds of Paradise are clear of the expectations of them, in regards to considering the environmental impacts of their decisions. By making the points included in this document official policy, Birds of Paradise is also committing to approaching each new activity with a view to keeping environmental impacts to a minimum.

While this policy lays out Birds of Paradise's official position regarding matters of environmentalism and sustainability, we also recognise that having an official position on these matters is not enough. As such, this policy will work in parallel with our Carbon Reduction Action Plans; an action plan that will be revisited by BOP staff every quarter, to establish actions in relation to the work of the company, where we can be proactive in reducing the carbon footprint of our own work, or the work of others.

1.Travel

Birds of Paradise recognises that the most accessible form of transport for someone might not necessarily be the most environmentally friendly. To this end Birds of Paradise encourages all staff board members, or people working in association with the company to travel in the most environmentally friendly way possible as long as it does not detrimentally impact upon the accessibility, comfort or safety of their journey.

Birds of Paradise will encourage people to minimise their own travel emissions by increasing staff awareness of the impact of travel choices and encouraging the use of sustainable and public modes of transport where possible.

Travelling in the UK (individuals)

- For journeys within Edinburgh, Glasgow or other cities where work may be taking place, we encourage staff to walk, cycle or use public transport. Public transport is favoured over taxis or private cars, unless an individual has specific access requirements.
- A taxi or car may be deemed necessary, for reasons including but not exclusively: access requirements, lack of public transport, working late at night, transporting a large item/s. In these instances sharing the vehicle with as many other people as possible is encouraged.
- When the company is bringing multiple people from a diaspora, to work together in a single location, it will explore ways of encouraging the use of public transport or shared vehicles.
- For journeys within the UK, travelling by train is encouraged over flying. Short haul flights produce 10 times the emissions of the equivalent train journey.

Travelling in the UK (touring)

- Before booking transport for a tour, Birds of Paradise will carefully examine the number of people required to go on tour, possibly limiting non-essential staff to a single leg, to keep travel emissions down.
- Birds of Paradise will prioritise travelling by train when sending staff on tour, with as many people on a single train as possible. This will mean that if, for example, a taxi is needed at the end of the train journey, it can be shared by more people.
- Birds of Paradise recognises that using a private car for touring might be necessary for people with access requirements.
- When hiring a van (or any other vehicle) Birds of Paradise will closely consider the environmental impacts of the vehicle, taking into consideration; engine size, fuel type.

Travelling in the UK (audiences)

- Birds of Paradise will always try to tour to venues that have good links to public transport

- All venue specific print material will have information about available public transport options

Travelling internationally

- If the Company has to travel internationally it will consider options to do this by train - if possible and financially viable - before looking at flights
- If flights have to be purchased Birds of Paradise will endeavour that the flights are direct, as two short flights with a stopover creates more carbon emissions
- If there is time, Birds of Paradise will send any set or large items by shipping freight as this creates fewer emissions than flying materials.

Booking travel should always be done in advance to ensure the cheapest options are purchased, especially where more environmentally friendly methods can be more costly, eg train versus plane. Where possible more meetings will happen using Internet video calling applications such as Zoom or Google Hangouts, to minimise the need for travel

Monitoring our travel

As part of its membership to Creative Carbon Scotland's Green Arts Initiative, Birds of Paradise has been monitoring and collecting information on journeys made by Birds of Paradise staff, including freelancers temporarily employed by Birds of Paradise. This data does not include travel data related to commuting to the office, because commuting falls outwith the data collection requirement for Creative Carbon Scotland, as it is not technically a journey that is part of the company's operations, and is not paid for by the company. However, this data does include flights that are paid for by third parties, for example, the journey to Brazil in 2019. This is because flights have the highest environmental impact. Where a third party is paying for flights, BOP will seek to have the cost of offsetting those flights also paid for by the third party, and to get this included in the contract.

In recognition that the company will produce emissions in the course of its activities, and in helping us meet the Scottish Government's target of net-zero emissions by 2045, the Board of Directors have agreed to an annual action of using a carbon offsetting service to convert the company's annual carbon footprint (kgCO₂) into sterling, and then donating a percentage of this figure to a carbon offsetting organisation. This action is only intended to mitigate against the unavoidable emissions produced from the company's activities, and the company should still seek to reduce carbon emissions where possible.

2. Production & Marketing

Production

- When scheduling and programming public events we consider the finishing time so that they allow audiences to travel home by public transport.
- Where possible, people working for the company who are buying materials to make items (such as set or costume) will be encouraged to use environmentally friendly materials from environmentally responsible sources - see [Greener Resources](#) document
- Staff (including freelancers employed by the company) will be encouraged to follow the recycling procedures of any building or space they are working in.

Marketing, Publicity & Audience

- We endeavour to print flyers, programmes, posters and other marketing materials on partially or fully recycled materials wherever possible - see [Greener Resources](#) document.
- We will compare the print run figure of marketing materials from previous events and compare them against the number of excess materials, making adjustments accordingly.
- We will utilise digital methods of communication with our audience, such as email campaigns and social media, where this is accessible for the audience. We do however recognise that there will still be a requirement for some printed materials, for example, materials printed in large text
- We will increase the proportion of online advertising, over printed adverts such as posters, where appropriate for the target audience
- We will list information about public transport to the venue on marketing material for productions and on the website

3. Core Operations

Waste, Recycling & Suppliers

- Waste is managed through our landlord, Scottish Youth Theatre. SYT currently have recycling facilities for paper, plastic, cardboard and aluminium cans, and we recycle all our waste that falls under these categories.
- When disposing of set, old IT equipment or other large materials, we will always seek out the most environmentally responsible way of doing this, such as; sharing with groups who may reuse an item (set), giving to charities that can break down and extract useful parts (IT equipment).
- We encourage staff to only print when absolutely necessary, using double sided printing where appropriate.
- Excess printed sheets with a full blank side are kept for scrap use.
- Where possible, we ask for digital invoices, rather than paper invoices.
- Our energy supplier is controlled by our landlord Scottish Youth Theatre. It is not possible to monitor energy use in the office as we do not receive an energy bill but we ensure all electrical items are powered down at the end of every day.
- When purchasing items for company operations we encourage the sourcing of recycled materials e.g. recycled paper, refill ink cartridges etc.

This policy will be reviewed bi-annually and updated where deemed necessary.

Next review date: Oct 2023