



Name of policy	Environmental Policy
Date of Board approval	April 2024
Effective from	April 2024
Frequency of review	Every 2 years
Date of next review	April 2026

SCOPE

This policy applies to staff, freelance contractors, participants and the Board and we seek to influence the choices and behaviours of our audiences and wider stakeholders.

PURPOSE

This policy states Scottish Youth Theatre’s principles and commitments to improve the company’s environmental performance and reduce our carbon emissions in the wider context of the urgent journey to net-zero.

As a young people’s organisation we accept their expectations of us to undertake our work with equal care for both people and the planet. We seek to hold ourselves accountable to them in our environmental practice and decision making by foregrounding our expectations in all of our activity and by being transparent about our environmental targets and performance.

Scotland is our venue and we recognise that our remit to reach young artists across Scotland presents both opportunities and challenges to deliver our work without causing harm to the natural environment. Operating a distributed working model without responsibility for a physical building supports this ambition and enables the company to focus its green actions on travel, making and touring theatre work, our carbon impact in host venues and our ability to direct and influence the environmental behaviours of our stakeholders.

COMPANY VALUES

Aligned to our values, Scottish Youth Theatre commits to:

<p>Cultivating creative possibility</p> <ul style="list-style-type: none"> • Embedding ‘green sky thinking’ as a positive creative lens on our programme • Supporting young artists to explore climate change topics through their creative work • Shaping aesthetic choices in the presentation of our work that respond to the climate emergency • Exploring digital approaches to creativity that supports reductions in carbon emissions • Focusing on climate based topics in our digital media output at regular intervals
<p>Weaving collaboration and connection</p> <ul style="list-style-type: none"> • Exchanging environmental practice with others (freelancers, partner/host organisations, networks) as a shared endeavour to reduce emissions and improve practice • Connecting to environmental networks and organisations to continuously improve our knowledge and practice • Proactively contributing to wider green initiatives, particularly in the fields of theatre-making, youth theatre and youth arts

- Advocating for considered environmental practice with project partners, host venues and other collaborators

Embedding wellbeing and care

- Paying attention to the care and wellbeing of both people and planet in equal measure
- Headlining our expectations of pro-environmental behaviours across the range of our working contexts (e.g. inductions, project briefs, planning, delivery, evaluation)
- Supporting slow travel and use of public transport within schedules and budgets for projects and other organisational activity
- Recognising and attending to climate anxiety and the impact of the climate emergency on the wellbeing of young people

Grounding integrity in all things

- Defining and maintaining an Environmental Action Plan with regular review points and annual reporting
- Monitoring our carbon impact, reporting this on an annual basis and setting annual reduction targets
- Publicly communicating our policy, practice and annual reports
- Slow touring, circular set builds and community wealth building approaches

ENVIRONMENTAL FRAMEWORK

The company's environmental work sits within a five-part framework managed and delivered by the core staff team:

1. **Policy:** a statement of the company's environmental principles and commitments.
2. **Action Plan:** the central document that outlines actions against three themes and outcomes and identifies timeframes, responsibilities and reporting requirements.
3. **Monitoring carbon emissions:** the process that measures the carbon impact of the company, reported annually and informs targets for the year ahead.
4. **Climate Adaptation Risk Register:** a comprehensive risk register related to organisational practice and the potential impact of severe weather on the delivery of our work.
5. **Communication:** using our digital platforms to demonstrate our commitments and performance.

THEMES & OUTCOMES

Company actions are focused around 3 themes

Theme 1: embedding pro-environmental behaviours

Outcome: All stakeholders are committed to pro-environmental behaviours when working with SYT and understand the company's expectations of them.

Theme 2: form, content and location of creative work

Outcome: The artistic programme has strong environmental principles embedded in the design and delivery of the creative work, minimising carbon emissions.

Theme 3: education and advocacy

Outcome: SYT's environmental practice is improved through collaboration with like-minded organisations and individuals and shared more widely in the youth theatre, youth arts and theatre sectors.

ENVIRONMENTAL RESPONSIBILITIES

Board	Scrutiny and approval of environmental policy and practice.
Chief Executive	Environmental lead; oversee policy and practice; collaboration with other organisations on training and advocacy
Finance & Business Director	Monitoring and reporting of carbon emissions.
Creative Director	Climate risk management; advocacy with partners and host venues.
Artistic Producer	Embedding practice in delivery, production and touring.
Digital Media Producer	Management of marketing carbon emissions and audience engagement actions. Ensures policies and reports on the website are up to date.
Digital Media Assistant	Promotion of company environmental work and features with young artists via digital platforms.

Related policies and documents

- Environmental Action Plan
- Annual carbon monitoring reports
- Distributed & Flexible Working Policy
- Code of Conduct
- Performance Review & Development Policy
- Climate Adaptation Risk Assessment
- Travel & Expenses Policy
- Wellbeing Policy
- Health & Safety Policy

Review

This policy will be reviewed every two years and at times of national policy change, new learning and changes to recommended practice.