



# ENVIRONMENTAL POLICY

Last Reviewed: May 2024

Next Review: April 2025

## Introduction

Global Grooves is committed to sustainable development – operating with impact in the present, without compromising the future. We are deeply invested in exploring Carnival practice around the world, allowing us a unique insight into the impact of environmental change on diverse communities. Through our artistic work we seek to raise awareness of environmental issues among both Carnival participants and our audience, and our performances have the power to change behaviours in the wider community.

In 2021 our refurbished venue, The Vale, reopened with more than 3 times the footprint of space we previously held. This has been an opportunity to engage with more audiences on more projects, but equally a challenge in terms of the amount of space to heat and cool, the number of activities and projects, and travel increasing as we grow our venue and invite more audiences to visit us.

We are actively working to engage our audiences to The Vale to consider travel options and come on a journey with us to reduce our carbon emissions and make a positive impact on our world.

## Environmental and Sustainability Policy Aims

- We are committed to fulfilling our legal and regulatory obligations, in accordance with the Paris Agreement.
- We want a concern for the environmental impact of our work to be shared by each member of our organisation, our associates and our suppliers.
- We will ensure a consideration of environmental factors is incorporated into all our business decisions.

## Responsibility

The General Manager is responsible for the implementation of our Environmental Policy through leading the Environmental Sustainability Team. The Senior Management Team and the Board of Trustees are responsible for supporting this work.

Each of our employees are responsible for complying with these aims and objectives in

their individual roles.

This policy will be reviewed and updated on an annual basis.

## Environmental Action Plan

Last reviewed: April 2024

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### WHAT WE'RE CURRENTLY DOING

Demonstrating our concern for environmental issues, we're committed to:

- Ethically and locally sourcing materials for Carnival and all our venue based activities.
- Reducing waste through considered procurement and lifecycle management
- Recycling all other waste materials where possible.
- Programming to raise awareness of environmental issues among our audience and community participants.  
(e.g. Cardboard Cosmos theatre show and workshop for ages 4+)
- Ensuring all beneficiaries of our 'Future Leaders' programme are made aware of their environmental responsibilities, allowing them to share best-practice among our partner organisations across the country.
- Offering suitable environmental training to all our employees.
- Seeking to increase biodiversity at our venue The Vale
- Working in cooperation with local partners and using local businesses whenever possible.
- Seeking to offset carbon emissions through renewable energy

### OUR VENUE

- Using cleaning products with fewer harsh chemicals.
- Using local suppliers where possible, eg Millstone brewery for ale..
- Switching off all electrical equipment and lights when not in use.
- Majority of lights on motion sensors
- In many space air source heat pumps have been installed as an alternative to fossil fuels for heating and cooling.
- Live energy monitoring is published on our digital signing in sheet to keep staff and visitors conscious of energy usage.
- Taking into account the energy efficiency of any new equipment we purchase,

and whether we can rent from, or share equipment with other local organisations.

- Minimising our paper use by limiting how often we print items, or using double-sided prints.
- Installed 46 solar panels.
- Removed gas from our Annexe space

### **2020-21 Capital Project energy saving improvements:**

Theatre:

- All low energy LED Lighting in all areas of the Theatre
- Theatre specialist Lighting is all LED
- The refurbished roof is insulated to a good standard
- Heavyweight acoustic curtains provide further insulation.
- Heating and cooling via modern efficient AC units.

The Studio:

- All low energy LED Lighting in all areas
- All new glazing is high quality DG units
- Heating and cooling via modern efficient AC units.

Travel

- Building connections with Carnival groups both nationally and worldwide in a way which limits the need for both road and long-haul travel.
- Working remotely where possible, using email, phone or video conferencing in place of long distance meetings, and sharing our knowledge over digital platforms (e.g. our Skype conference with Marvin George from the Mount D'or Cultural Performers, Trinidad).
- Reducing the number of miles driven by our employees by encouraging our staff to walk, cycle or take public transport to The Vale, to use rail for long distance travel, and drive only when necessary.
- Installing bike racks at the venue

## **CREATING CARNIVAL**

- Encourage staff and freelancers to take reusable water bottles to events
- Researching local suppliers of material for our Carnival costumes and puppets, using waste and recycled items when suitable, and reminding our suppliers of their responsibilities.
- Reducing the amount of waste material produced during our Carnival fabrication process by incorporating it in our other creations, or reusing it in community crafting activities.

# ACTION PLAN FOR 24-25

## Collaboration

- A new procurement policy will be created and renewed annually with a focus on local, and small to medium independent businesses with strong sustainable practices.
- An open source document will be created and shared for our micro hydro generator project to share learning on renewable energy and community led initiatives.
- Work with partner organisations to support their sustainable practice using our knowledge base.
- Learn from other organisations by attending GMAST and work with 3 Tameside orgs to learn from their sustainable practices.
- Seek to partner with other companies in a variety of sectors to improve best practice and fund more sustainable programming.

## Creating Carnival

- Reuse materials, puppets and build in future care to increase the lifespan of products
- Communicate our sustainable practices and aims in our public communications.
- Make sustainability one of our core principles of making a new commission or puppet
- Work with schools and young people through Carnival on how their communities are affected by climate change
- Collaborate with Carnival partners Cabasa to work on a natural dye garden, and research improved processes with textiles for Carnival costumes.
- Enable staff and participants engaging in Carnivals to travel more sustainably through car-sharing initiatives or booking a minibus for travel.
- Managing our Carnival waste on site by bringing back refuse and recycling waste from sites and festivals with inadequate waste management.

## Venue

- We aim to programme at least 2 performances or events focusing on sustainability and the environment
- We will make energy usage visible for staff and visitors by clearly displaying current energy use on sign in boards and our website
- Seek funding related to renewable energy, energy efficiency improvements and venue programming
- Create a 3 year plan for improvements to our worst insulated space, Studio 3.
- Knowledge and information share our positive steps to a more sustainable venue on our website, The Vale.

## Office

- Complete LED lights to replace strip lighting as has happened across the venue.
- Improved draught exclusion around window frames and doors to reduce heat loss
- Curtain in front of large windows for improved heat retention (Approx 2%)
- Timed lighting & heating controls to avoid wasted power through human error.

## Studio 1, 2, tech and Sewing room

- Improve efficiency of the air source heat pumps
- Investigate heat loss and ways to insulate, reduce loss

## Equipment

- Schedule annual services & maintenance of equipment to ensure they're running efficiently to reduce waste
- Buy 2nd hand equipment where possible, and retrofit older equipment to work more efficiently

## Staff

- Train 50+% of staff in Carbon Literacy in 2023, aim to have all PAYE staff trained by 2024 and 20% of freelancers
- Induction pack for all staff (permanent, temporary, or freelance) to include Environmental policy & Action Plan, Sustainable Procurement Policy
- Create a monthly Environmental Sustainability Steering Group made up of staff, volunteers, Board
- Staff handbook includes Environmental policy and action plan.

## Travel

- Encourage sustainable travel through highlighting public transport and car sharing for all participants and staff for commuting and Carnival Events.
- Work with Carnival partners to encourage their travel information to the public has a sustainable focus.
- Reduce travel to meetings, events by encouraging car sharing, public transport and utilising technologies such as zoom for meetings with board/partners.
- We understand that global airline travel makes a huge contribution to carbon emissions which is an integral part to global cultural exchange and learning for our authenticity and integrity in our art. Therefore, we will work with staff, partners and local communities to offset this carbon in creative ways. And encourage further connections through digital carnival to nurture these connections with fewer carbon emissions.
- Research EV charging points to be future proof and encourage EV travel.
- Improve cycling racks and highlight these to our audiences

## Communication & Transparency

- We will publish our Environmental Policy, Procurement Policy and any other relevant information to our website and have copies available to access in the venue.
- Create open source documents on projects pertaining to sustainability and the environment for others to learn from
- Publish our Julie's Bicycle reports and plans to reduce our effect on the environment
- Bring environmental concerns and actions into our communications.
- Reduce our digital storage and digital impact of carbon emissions through web hosting.
- Reduce print promotional material and budget to purchase print on recycled materials with plant based inks

## Finance

- Plan to create a Sustainability budget by April 2025.
- Plan to add sustainability as a line in project and commission budgets by 2025
- Plan to make savings through renewables which can be invested into making more sustainable choices.

## Young People

'Future Leaders', our flagship youth arts leadership programme, has seen 200 young people take part in arts and social leadership and change workshops, including the development of a manifesto in December 2019. A cross section of alumni agreed these intentions and focus points for the course for all future cohorts, and for the change that they want to see in the world, including:

- Greater environmental consciousness and action
- Mass self-empowerment
- Greater political awareness and engagement
- Raising the status and spreading awareness of the arts
- Greater compassion and empathy for ourselves and others
- Connected communities
- Equity of access
- Event programming aimed at children and young people on environmental issues
- Collaboration with educational institutions and local Music Hubs