

# COUNTERPOINTS.

## Counterpoints Arts Environmental Policy

### Overview and Summary

We are a small-scale arts organization and employ 8 members of staff. As a team, and with the support of our Board, we work with principles of environmental sustainability across all areas of our work. Within our operating strands of enabling, producing and learning we include projects, which overtly explore the impact of climate change and human displacement. We produce and co-produce projects of high artistic quality which respond to interconnected, local and increasingly global ecologies, where new-coming and host communities face the reality of living in environments of limited resources and heightened political tensions.

Counterpoints Arts will continue to liaise with our funders, partners, artists and audiences on current debates and campaigns around climate justice, migration and interconnected issues. We will also follow local, national and international developments and policies around climate change, in particular the work of the United Nations Framework Convention on Climate Change and the Creative Climate Coalition.

We will continually engage with the work of Julie's Bicycle, around the yearly measuring of our environmental impact and also around training. One of our colleagues is a member of the Creative Climate Leadership alumni.

Counterpoints Arts recognises the challenges of operating in an environment of limited resources, where we aim to protect and improve the environment through good management and best green practices where possible.

Counterpoints Arts recognises that its day-to-day operations can impact both directly and indirectly on the environment. We aim to protect and improve the environment through good management and by adopting best practice wherever possible, by continuously reviewing and maintaining low environmental impact of our work. Counterpoints Arts will work to integrate environmental considerations into our organisational decisions and adopt greener alternatives wherever possible.

### Key Aims

#### Administration and office:

- Comply with environmental regulations and legislations
- Maintain our low carbon footprint
- Monitor and evaluate energy consumption
- Monitor and evaluate staff travel
- Monitor the management of our office in terms of supplies, services and staff and visitors' wellbeing
- Practice ethical fundraising methods
- Reduce, reuse and recycle goods and materials wherever possible in all aspects of our work

- Use local suppliers and resources, support migrant and low paid workers where possible

#### **Our work:**

- Ensure our productions, commissions, events, projects are as environmentally friendly as possible
- Raise awareness and encourage a conversation and dialogue around climate justice and migration through our work and networking
- Support artists and initiate projects highlighting intersectional issues around climate justice and migration
- Influence stakeholders, partners and collaborators to review their own environmental performance and impact, as well as their own practices around supporting the intersectional work around climate justice and migration
- As we work with and support numerous refugee and migrant individuals and communities who often have to manage with few resources all our operations and ongoing projects will follow principles of resourcefulness and value for money.

#### **Our staff, artists, partners, collaborators and other stakeholders:**

- Raise the accountability to follow good practices by appointing an Environmental Lead within the team
- Learn from migrant artists and partners on ways climate change is affecting different communities, geographies and histories and support ways of passing this learning on to others
- Advocate for artists and collaborators we work with to consider the impact of their own work
- Monitor and wherever possible reduce the environmental impact by our staff team and artists
- Advocate for the audiences who come to our events to consider the impact of their own travel and provide advice and support where necessary
- Support intersecting with other networks such as racial justice and climate change

## **Environmental Action Plan**

### **1. Office and Systems**

#### **CURRENT MEASURES**

- We work with our landlords at Hoxton Hall on reducing the energy and water use, reducing waste and increasing recycling.
- We ensure that our staff, volunteers and placement students turn off electrical equipment (including computers) when not in use and switch off at the plug where appropriate
- We continue with 100% staff travel by public transport, cycling or foot.
- We continue liaising with Julie's Bicycle on measuring and monitoring staff travel
- We aim to use online communication platforms for meetings to reduce staff and others travel
- Staff team talk face-to-face or use instant messaging systems/Slack with colleagues rather than emailing
- Staff share office cleaning and use environmentally friendly materials.
- We use only environmentally friendly cleaning materials.
- When sourcing office and other supplies and services we integrate environmental and ethical considerations.
- We are economical in the use of water (turning off taps etc.)
- We continue using ethical banking services.
- The majority of banking is done online
- We have an ethical fundraising policy endorsed by the board
- We store any items with potential for future use, including furniture, workshop materials and recycle props from previous productions

## **2023-2024 ADDITIONAL MEASURES**

- Review Hoxton Halls environmental commitments post Covid-19
- Review office rent and re-invest the savings into creative programmes and staff training
- Create a travel monitoring 'tool' for staff travel
- Create a travel monitoring tool for our networking meetings and events
- Continue using the learning from the Covid-19 period of delivery in relation to producing of hybrid and digital events, workshops and conferences
- To continue using Slack for staff comms and collaborating
- Create a database of environmentally friendly products, suppliers and services, including IT

*Environmental Lead and Operations Manager to overview*

## **2. Our Work**

### **CURRENT MEASURES**

- We commission climate change/justice and migration-based projects with diverse artists and collectives.
- We partner with others on developing and delivering climate justice and migration related work (National Theatre of Wales, Season for Change, the Wretched of the Earth, May Project Gardens...)
- Artists we work with are encouraged to support the Producers in working within our environmental policy and planning
- We run learning events on the issues of climate justice and migration
- Our 'enabling' strand of work has potential to bring the network together around the issues of climate justice and migration, to share learning and support artists with development and fundraising
- We print minimum quantities of printed materials, programmes etc. and ensure unused copies are responsibly recycled
- We use recycled and ethical materials for printing
- We work with our Refugee Week partners and organisations to identify the number of materials they need each year
- We produce digital alternatives to printed materials
- Our work encourages our audiences and the wider public to find out and think about the issues of climate justice and migration
- We create learning materials within Learning Labs and make those available via our websites, blogs etc.
- To include action based creative activities as part of projects, especially Refugee Week. To produce resources for schools which promote action-based learning and approaches.

### **2023-2024 ADDITIONAL MEASURES**

- To have a yearly target of climate justice and migration related commissions and supported projects. To commission 3 artists to produce work on the themes of climate justice
- To yearly identify national partners in delivering work in this area (around COP 26 in the UK)
- To identify an Eco Lead on each project
- To investigate and consult the team and our partners on alternatives to printed materials
- To organise networking sessions in collaboration with national partners
- Share resources and a public programme linked to COP 26
- Run a series of learning events to highlight the existing work in the area of climate justice and migration, that connects to other strands of our work such as commissioning, and that create a wider debate by expanding our network.
- Creating resources which expand the conversation around climate justice and migration.

*Environmental Lead with the whole Staff Team to collaborate, with others where appropriate*

### **3. Our People**

#### **CURRENT MEASURES**

- Our team 'huddles' and strategy days include eco and climate justice/migration items of discussion and planning
- Our staff team is encouraged to attend climate justice related networking events and conferences
- The Senior Management team review and update this policy in line with the NPO timeline in reference in the action plan and current legislation. Regular annual monitoring may dictate that policy upgrades occur more frequently with the involvement of the whole staff team
- Our environmental policy and action plan is included in our Staff Handbook
- Our volunteers and placement students are inducted in the Environmental Plan

#### **2023-2024 ADDITIONAL MEASURES**

- To embed this policy within staff training. One team member to take lead on developing internal structures, share skills and train other members of the CA team on sustainability and climate change developments, as well as continuously influence existing and potential partners when co-producing and co-commissioning.
- Staff members to contribute to actions for our environmental action plan and to take the lead in particular projects, with the support of the Environmental Lead
- Add an 'eco' clause in artists' contracts
- To advocate for 'eco' clauses in MOUs when partnering with others
- Environmental Lead to continue meeting the CCL network and liaise on campaigns, best practice and creative programming.
- Provide training and attend networking and learning events and conferences related to climate justice and migration
- Further develop communications strategies around communicating our work in the interconnected areas of climate justice and migration

***Environmental Lead, with the support of Operations Manager and the whole Staff Team to action***

**Review** of this plan will be carried out annually, with the involvement of the whole staff team and full knowledge of the Board of Trustees. The plan will also be updated as and when necessary. It is supported by the Environmental Policy which is also updated and reviewed annually. Both the policy and the action plan are approved by the senior management.