

Environmental and Sustainability Policy

Swindon Dance is committed to the well-being of the communities it works with. It is committed to communicating and reducing its environmental impact across all areas of its work where possible.

All employees are responsible for the effective implementation of this policy.

The Organisation's environmental impact can be broadly assessed across two different areas; building-based activity and activity that takes place in other venues and locations.

Commitment to Action

In demonstrating Swindon Dance's commitment to reducing its environmental impact, the organisation will:

- Implement this policy across all areas of the Organisation's business,
- Communicate this policy to its Board of Trustees, employees, partners, contractors, customers and audiences, and update them on its performance against this policy, and
- Seek to measure and audit the Organisation's environmental impact on a regular basis by developing an Environmental Action Plan.

Environmental Commitments

This policy aims to:

- Reduce energy and other costs in the long-term,
- Reduce its carbon footprint through a range of measures including:
 - More efficient energy use at its venue,
 - Reduced waste and increased recycling,
 - 'Green' events and performances,
 - Reduce car mileage per annum, and
 - 'Green' procurement of supplies and services.
- Raise awareness among its staff, freelancer contractors, artists, participants and audiences, and
- Motivate staff to take action to reduce their own environmental impacts.

Environmental Impacts

Swindon Dance's major environmental impacts are in the following areas:

- **Energy efficiency and consumption in the Swindon Dance building:**

Swindon Dance is based in a converted Victorian Town Hall. The building is grade II listed and is owned by the local authority and leased to Swindon Dance. It was converted in the late 1970's and has little in the way of modern energy saving features.

Swindon Dance is working with Swindon Borough Council to look at ways of improving energy consumption and reducing waste.

- **Waste and Recycling:**

Swindon Dance has a waste recycling contract with Hills Waste who collect dry waste for recycling including paper, cardboard, food & drink cans and plastic including food pots/trays & bottles. The Organisation is working to introduce further recycling for glass and other waste.

- **Equipment:**

Swindon Dance's main impacts are in terms of theatre equipment including lighting rig, computers, printers, photocopiers and kitchen equipment.

As equipment needs replacing, Swindon Dance will seek environmentally sustainable alternatives wherever possible and seek ways to upcycle old equipment so it does not end up as landfill.

- **Resources & Consumables:**

Swindon Dance's main environmental impacts relate to the use of disposable plastic water bottles by staff, customers and audiences, costumes and the impact of its marketing print.

Swindon Dance is working to reduce its environmental impact by removing the water cooler and encouraging people to bring water in re-useable bottles, therefore removing the need for disposable cups. The move to online marketing has significantly reduced the need for so much marketing print. Printing and costume sources are continually reviewed to find 'green' alternatives.

- **Car mileage:**

The majority of Swindon Dance's staff live in or near Swindon and use either public transport, walk or cycle to work. Where individuals drive, it is usually only relatively short distances. Staffing changes may impact on this.

Swindon Dance is working to encourage its staff and teaching teams to car share or use public transport wherever possible.

Changes in staff working arrangements mean more staff are working from home resulting in less regular travel to the building by car.

Implementing the policy and measuring its impact

Swindon Dance has an environmental sustainability action plan which will be reviewed on an annual basis by the senior staff and the Board of trustees.

Swindon Dance will source benchmark data where possible which can be used to measure progress against set targets. Progress will be measured twice yearly.