

# Vamos Theatre Environmental Action Plan 2022-25:

## Aims Summary



One Planet Principle	One Planet Goals	Vamos Theatre Actions	Part of Stage 1: 2022-23	Part of Stage 2: 2023-24	Part of Stage 3: 2024-25
1. Health and happiness	To increase levels of physical, social and mental health	Increase plants in the office to improve air quality.	Yes	cont.	cont.
		Encourage short breaks out of the office, especially for part-time/ school hour workers.	Yes	cont.	cont.
	To increase levels of happiness and contentment	Implement Annual Staff Happiness Survey	Yes		
		Promote staff discounts at the Swan.	Yes	cont.	cont.
		Re-instate staff celebrations.	Yes	cont.	cont.
		Budget for Staff training and development.	Yes	cont.	cont.
2. Equity and local economy	To promote diversity and equality of opportunity across gender, race, age and sexual orientation	Diversity training for staff and trustees	Yes		
		Engage more deaf freelance practitioners	Yes	cont.	cont.
		Review and implement new approaches to attracting diverse practitioners, participants and audiences: focusing on Deaf Community and Cultural Diversity	Yes		
	To create a vibrant, locally resilient economy where a significant proportion of money is spent locally	Spend locally where possible as a priority for all activities (build, touring, catering, materials, office).	Yes	cont.	cont.
		Increase links to local suppliers and eco-organisations	Yes	cont.	cont.
To promote international trade that is conducted fairly and without exploitation	Review and change banking and pension funds to ethical providers		Yes	cont.	
		Connect with wider Worcestershire arts community, including people with learning disabilities	Yes		

3. Culture and Community	To enable social inclusion and encourage active citizenship	Increase opportunities and provision for emerging artists in mask theatre.	Yes	cont.	cont.
	To enhance local culture and heritage	Increase opportunities and provision for training and volunteers locally	Yes		
	To nurture a new culture of sustainability	Provide training for staff in understanding sustainability	Yes	cont.	cont.
		Share our sustainability aims and achievements with community and audiences	Yes	cont.	cont.
	Promote environmental and sustainability knowledge in the company and beyond	Yes	cont.	cont.	
4. Land and nature	To ensure a positive net contribution to local biodiversity	Support Trees for Life to offset carbon impact of travel.	Yes	cont.	cont.
		Use Ecosia web browser	Yes	cont.	cont.
	To engage people in recognising the value of nature including its value to people	To specifically promote the value of sustainability and nature on our social platforms and marketing platforms	Yes	cont.	cont.
5. Sustainable water	To use water efficiently and return it clean to the environment	Reduce the use of spray paints and glues etc (see Materials & Products - 3)	Yes	cont.	cont.
6. Local and Sustainable Food	To promote diets high in vegetable protein	Offer/request locally sourced, vegan food at Vamos Theatre events	Yes	cont.	cont.
		Promote a vegetarian office	Yes	cont.	cont.
	To reduce or eliminate food waste	Encourage take-home bags for events. Introduce a compost system in the office	Yes	cont.	cont. Yes
	To reduce car dependence and the need for everyday travel	Ensure systems and guidance are in place to support Working from Home	Yes	cont.	cont.
		Prioritise online meetings where appropriate	Yes	cont.	cont.
		Incentivise, discuss and promote sustainable travel by audiences, partners and participants.		Yes	cont.

8. Travel and transport	To make it easy and attractive for people to walk and cycle	Ensure there is adequate, safe bike parking at Swan.	Yes	cont.	cont.
		Offer staff the government Bike Loan scheme through payroll.	Yes	cont.	cont.
	To promote low carbon car sharing (including car clubs, Liftshare, BlaBlaCar) and low carbon public transport	Reimburse 100% cost for use of public transport	Yes	cont.	cont.
	To promote low/zero carbon vehicles including electric cars	Research other touring companies usages/trials	Yes		
		Research viability of electric van use for touring	Yes		
		Research options to share vans with the Swan and others.	Yes		
	Research viability of loaning out our current van to maximise quiet periods.	Yes			
To raise awareness of the impacts of, and promote alternatives to, air travel	Use air travel as a last resort for international work - online meetings, train	Yes	cont.	cont.	
9. Materials and Products	To promote sustainable living by make it easy to share and reduce consumption of natural materials	Create a pathway plan to sourcing props and costumes sustainably	Yes	Yes	Yes
	To carefully consider every material and product and select them for their positive social and environmental benefit or for reducing negative impact	Print quantities will be reduced for touring, L&P, feedback and brochures by moving to digital*	Yes	cont.	cont.
		Promotional materials/ products will include a priority towards sustainable materials (fabrics, inks, containers etc)*	Yes	cont.	cont.
		Top 10 most used, single-use items in office/rehearsal/ workshops replaced by plastic free alternatives		Yes	cont.
To promote materials and products that are not toxic to humans or wildlife at any stage in their lifecycle from raw material, through manufacturing, use and end-of-life	Reduce the use of spray paints, glues and other potential toxins in set and prop construction	Yes	cont.	cont.	

10. Zero waste	Research where the company is consuming wastefully	Create a waste and procurement guidance sheet - key suppliers, expectations and include in staff handbook	Yes	cont.	cont.
		Continue to include Green Rider for touring	Yes	cont.	cont.
	To maximise upcycling, re-use and recycling	Any unused print and waste paper will be shredded and used to package masks for sale, or for reuse.	Yes	cont.	cont.
	To aim for zero waste to landfill	Monitor what goes in our bins for a month (and average weight per week to give us our new baseline). From this, we will choose a number of methods to help us reduce our waste to landfill and change the way we buy.	Yes	cont.	cont.
11. Zero Carbon Energy	Reduction of energy consumption	As part of Sharepoint restructuring, find out how much data storage we are using at the moment, then reduce this through the restructure.	Yes	cont.	cont.
		Set team members achievable targets for data storage reduction		Yes	cont.
		Switch off unused lights and electrical items.	Yes	cont.	cont.
		Use energy efficient and rechargeable products (LED, batteries).	Yes	cont.	cont.
	100% of energy consumed is supplied by non-polluting renewable energy generated on-site or off-site.	Discuss the switch to a renewable energy supplier with our landlords, the Swan Theatre			Yes