



KIT Theatre Environmental Responsibility Policy

Updated July 2022

'We have a once-in-a-generation opportunity to build a resilient recovery plan that is fair and tackles the climate and ecological crisis with urgency. We cannot let this opportunity pass us by.'

Julie's Bicycle, 2020

KIT Theatre is committed to playing an important role in combating the climate crisis, and operating in an environmentally responsible and sustainable manner. Alongside our own processes of making, we are uniquely positioned to have a positive impact on the young audiences we work closely with. Our consultation with young people has also revealed that the climate crisis is one of the most common issues which come up when young people talk about what is important to them, making it more important still that our delivery model offers young people agency in how they approach and engage with the crisis.

This policy reflects our overall ambition to help combat the climate crisis and our commitment to change through a series of actions that KIT will undertake, as per our annually published action plan and its associated targets.

Advocacy

We will:

- consult with young people to understand their needs, ideas, worries and hopes for the future, and consider how best our offer can meet the above, considering wider studies and research.
- make work with, for and by young people to explore the climate crisis and encourage resilience in the face of climate change, and amplifying the voice of young people.
- ensuring that children that do not have the opportunity to engage with climate action can do so through working with schools and partner organisations.
- share learning from our consultations, conversations and work with industry partners to ensure best practice across the sector.
- offer regular training to HQ staff and freelancers to understand the current debates and issues taking place and keeping up with best practice. We want staff to feel empowered to examine their own practice and decision making, to deliver work and engage with the issues, while being able to advocate for sustainable practice.

Sustainable Creation

We will:

- commit to sustainable production being ingrained in every project we produce.
- commit to working with partners, sharing this policy with them and ensuring our approaches are aligned.
- commit to longer lead-in times for new projects to allow sustainable thinking to be embedded from conception, with project budgets reflecting this change.
- work with freelance creatives who share our ethos and policies, sharing our policy with them and hosting training and workshops.

Sustainable HQ

We will:

- expand in an environmentally sustainable way: as our scale, turnover and reach increases, we commit to expanding our sustainability work in tandem/in proportion.
- consider the environmental impact of using various 'office' options, including a shared workspace i.e. Battersea Arts Centre Scratch Hub.
- balance working in 'the office' with working from home to reduce journeys.
- maintain our store location close to our HQ as a small company working out of a shared workspace, aiming to work from the same location as the store by the end of the financial year 22/23

Sustainable Delivery

We will:

- store and re-use props and costumes where possible, replacing only when necessary and with consideration of the environmental impact and policies of our suppliers, aiming to source at least 60% of materials locally.
- set budgets and schedules to match the time and costs sustainability needs.
- encourage freelance teams to travel via public transport where possible, offering financial support where viable.
- Use local delivery teams where possible: KIT's work extends across the country and we are committed to recruiting creative and production teams from the areas we work in.
- explore and develop narratives surrounding the climate crisis and climate change in our delivery, committing to two climate/environment themed projects each year.
- work in partnership with other organisations to share resources and learn from each other's environmentally responsible practices encourage anybody travelling to work with KIT to travel via public transport, helping to make arrangements and highlight options where appropriate.
- purchase locally wherever possible, reducing reliance on last minute online ordering.
- maintain our store location close to our HQ as a small company working out of a shared workspace.
- listen to our networks including Toby Peach and Kirsty Harris, and industry partners, to embed their knowledge into KIT's practice.
- consider whether meetings, rehearsals etc are necessary to be in person or online to avoid journeys.

Tools, Processes and Accountability

We will:

- set up and maintain a *Materials Inventory* for all new purchases and designs so we are aware of the decisions we are making in purchasing and commissioning builds.
- explore alternative measures for recording our environmental impact, including a 'carbon per audience reached' measure and a Carbon Calculator.
- appoint a staff member and a board member to the role of Sustainability Champions.



- commit to including Environmental Responsibility as an item for discussion at every board meeting.
- review our Environmental Responsibility Policy and Action Plan on an annual basis with our core HQ team, our Advisory Board and our freelance team, analysing our success against targets and opportunities to improve.