



BEEE CREATIVE

Dance connections in Herts & Beds

ENVIRONMENTAL SUSTAINABILITY POLICY

1. Statement of Intent

BEEE Creative is a small arts charity that co-creates dance and interdisciplinary artwork with local communities. We recognise the urgency of the climate and ecological crisis and our responsibility to reduce the environmental impact of our activities, while continuing to deliver inclusive, accessible and socially engaged artistic work.

Environmental sustainability refers to the responsible management of BEEE Creative and its operations in a way that does not compromise the environment now or for future generations. This policy provides a framework for decision-making across our business operations, artistic processes, project delivery and partnerships.

We will make our operations more environmentally sustainable by:

- Recognising the social and inclusivity implications of climate action, ensuring that environmental solutions are accessible to disabled people and inclusive of diverse needs (Supporting resource: *No Climate Action Without Us – A Greener Future*).
- Committing to achievable and proportionate actions informed by evidence, organisational capacity and available resources, acknowledging that BEEE Creative is project-funded, operates at small scale and has limited staffing capacity.
- Prioritising action based on our annual carbon data, focusing effort where it will have the greatest impact. Identified high-impact areas may include travel and transport, food and hospitality, home working energy use and digital activity.
- Working collaboratively with artists, partners, participants and suppliers to share responsibility, encourage good practice and contribute to wider sector learning.

This policy applies to all Trustees, staff, volunteers, freelancers, project partners and suppliers working with or on behalf of BEEE Creative.

2. Roles and Responsibilities

The Trustees of BEEE Creative have overall responsibility for this policy and review it at the agreed intervals. One Trustee will be appointed as an Environmental Champion to provide focus, oversight and leadership on environmental sustainability. The current Champion is: Anna Quinney (from 4 March 2025 until 3 March 2026).

The Director is responsible for implementing this policy and ensuring that environmental considerations are embedded into organisational planning, project development and delivery.

All staff, volunteers, trustees, freelancers and practitioners have a responsibility to work in line with this policy, ensuring that their activities support the organisation's commitment to reducing environmental impact.

The Project Manager and Environmental Champion will review environmental considerations at the planning stage of each project, ensuring that sustainability is addressed alongside artistic, safeguarding and access requirements.

3. Our Plan

BEEE Creative will integrate environmental responsibility into how we plan, deliver and reflect on our work. Actions will be reviewed regularly and adapted in response to learning, carbon data and organisational capacity.

Enabling knowledge and skills

- Enable staff, trustees, volunteers and freelancers to increase knowledge and skills related to climate action through induction, ongoing learning and periodic refresher training. Where appropriate, this may include resources and training from organisations such as Julie's Bicycle and A Greener Future.

Travel and transport

- Reduce business, commuting and project-related travel by embedding low-carbon travel planning into all projects. This includes clustering activity geographically where possible, aligning sessions across programmes, and planning schedules to minimise repeat journeys.
- Prioritise walking, cycling, public transport and lift-sharing wherever feasible. Taxi use will be limited to essential circumstances, including accessibility needs, safety considerations or late travel.
- Use video conferencing as the default for meetings and planning activity, unless an in-person visit is essential for safe or effective delivery.
- Work with partners to select venues that are accessible by public transport wherever possible, and to provide clear travel information to participants and practitioners.

Food and hospitality

- Reduce the environmental impact of food and hospitality by adopting vegetarian or plant-forward catering as standard practice for meetings, workshops and events where food is provided.
- Plan catering quantities carefully to avoid over-provision, and give preference to local suppliers, seasonal produce, Fairtrade options and minimal packaging where budgets allow.

Home working energy use

- Reduce energy use associated with home working by providing guidance to staff and freelancers on efficient use of heating and equipment, including powering down devices when not in use, using timed or room-specific heating, and making use of natural daylight where possible.
- Continue to support flexible working practices where appropriate, recognising their role in reducing unnecessary energy demand and travel.

Digital sustainability

- Minimise the organisation's digital footprint by actively managing digital storage and communications. This includes regular archiving and deletion of redundant files, reducing duplication of documents and media, consolidating communications, and using shared drives rather than sending large email attachments.

- Work with digital suppliers and website designers, where feasible, to improve the energy efficiency of online platforms and digital services.

Materials and procurement

- Actively minimise waste and the use of single-use materials, opting for reused, repurposed, recyclable or pre-loved materials wherever possible, including through Scrapstores and community reuse schemes.
- Avoid materials with high environmental impact or limited recyclability where possible.
- Encourage artists and practitioners to design workshop and project plans that use minimal, multi-use or reusable resources.
- Consider environmental credentials such as B Corp, FSC or equivalent when purchasing goods and services, and give preference to suppliers who minimise packaging and support ethical supply chains.
- Minimise deliveries by consolidating orders and avoiding carbon-intensive rapid delivery services where feasible.

Responsible practice and sector leadership

- Inspire and support participants, artists, partners and communities to make environmentally responsible choices through workshops, exhibitions, performances and wider project programming.
- Share information about the organisation's environmental actions and progress through appropriate channels, such as email footers, contracts, project briefings and periodic social media updates.
- Communicate clear environmental expectations to artists, freelancers, partners and suppliers through contracts, riders and planning processes, recognising environmental responsibility as a shared commitment.

Social responsibility and collaboration

- Work with local artists, suppliers and partners where appropriate, supporting local economies and reducing travel and transport impacts.
- Seek learning and advice from organisations and networks that prioritise environmental sustainability.
- Where relevant, programme artistic work that engages with environmental themes and connects with local or national environmental initiatives.

4. ENVIRONMENTAL SUSTAINABILITY PERFORMANCE

BEEE Creative will establish and maintain appropriate systems to measure, plan, track, review and report on its environmental impact.

The Trustees will monitor progress annually through a designated environmental-focused discussion or meeting.

To establish a baseline and track change over time, BEEE Creative will produce an annual statement recording best available estimates of:

- energy and water use
- staff, volunteer and practitioner travel and mileage
- materials used in artistic outputs and what happens to them at the end of projects
- waste produced and the proportion reused, recycled or disposed

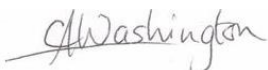
Where appropriate, recognised tools and methodologies will be used to calculate carbon impacts and identify priority areas for action. Findings will inform realistic, time-bound actions and be shared with Trustees, staff and practitioners to support continuous improvement.

Detailed operational actions and expectations that support this policy are set out in BEEE Creative's Environmental Rider and annual Environmental Report, which are reviewed alongside this policy.

5. POLICY REVIEW DATE

Revised policy agreed February 2026

This policy will be reviewed formally every two years, but with formative changes documented in the interim period.

Signed: 

Date: 15/06/2026

Role: Trustee

6. Change Record

Date of Change:	Changed By:	Comments:
3/2/2026	Trustees	New policy agreed
3/2/2026	Trustees	Policy revised to embed emissions-led priorities and Environmental Rider actions