

**Tête à Tête**

**Environmental Policy**

**&**

**Action Plan (Yr5)** - updates in blue

**For the ACE funding period 2018-2022 (4yrs)**

For the Extension Year 2023 (Yr5)

As of 1<sup>st</sup> July 2022

## TÊTE À TÊTE'S ENVIRONMENT POLICY

### Introduction

Tête à Tête aims to bring environmental responsibility to the heart of the organisation and to use our business activity to bring around environmental change in our artists, creative teams, support staff, audiences and suppliers.

This Policy and the accompanying Action Plan states our current position, how we will develop our reporting and monitoring and what steps need to be taken to support our commitment above over the next three years.

### Our business

- Our mission is to bring artists and audience together to explore the future of opera.
- Our vision is to make a future where the creation and consumption of opera is open to anyone.
- Our values are to treat everyone conscientiously, carefully, considerately and encourage our peers and partners to do the same, and keep the emphasis on integrity and emotional honesty through all work.

We do this by implementing our Strategic Aims for the period:

- originating and staging operas
- helping others to originate and to stage operas
- widening the reach of this activity
- creating optimum working conditions for all engaged in this activity
- focusing on genuinely intrepid work, where the outcomes are to be discovered rather than pre-ordained
- earning more than we spend each year and allocating annual funds to reserves
- ensuring our work and organization is relevant to life in the UK today
- implementing the Tête à Tête: Equality Action Plan 18 - 22
- implementing the Tête à Tête: Environmental Action Plan 18-22
- implementing the Tête à Tête: Digital Action Plan 18-22
- implementing the Tête à Tête: Audience Development Plan 18-22

With no staff or office, the Artistic and Administrative Directors work from individual home bases. Throughout the year both the freelance Artistic Director and Administrative Director work an average of two/three days a week with peaks and troughs depending on activity.

During production and/or the Festival time the team swells to accommodate freelance Music Director, Technical Director & Marketing Officer in turn their support staff swells.

Tête à Tête is governed by a Board of Directors.

We acknowledge that with our business model come a number of impacts that we can control as well as a wide number of impacts we can influence.

### **What is our impact**

- A current lack of incentive for artists, creative teams, support staff, audiences and suppliers to address how they might reduce their own environmental impacts.

### **Our commitments**

We are committed to:

- Improving how we measure environmental impacts
- Reducing travel and related emissions
- Avoiding waste and increased recycling
- Greening the procurement of supplies and services
- Ensuring compliance with ACE NPO reporting requirements

### **Responsibility**

This document accompanies to Tête à Tête Business Plan 18-22. It will be reviewed on an annual basis by our board. This policy is supported by an Environmental Action Plan which follows.

Signed

Bill Bankes-Jones, Artistic Director

Signed

David Leeming, Chairman

## TÊTE À TÊTE'S ANNUAL ENVIRONMENTAL ACTION PLAN

This action plan accompanies the Tête à Tête: Environmental Action Policy. It is a list of steps necessary to develop a positive culture of supporting green initiatives at Tête à Tête. It will be reviewed at Board Meetings Annually by The Chairman to ensure it is being implemented.

### **Areas of successful development during our pervious 3 year plan:**

- Signing up to the Tête à Tête EAP is inherent in Tête à Tête's contracting
- Ensuring recycling facilities for staff personal food and paper waste is available at all events
- Environmental travel options always a priority for Artistic Director when travelling abroad
- Increased communication via platforms such as Skype to limit travel requirements to meetings

### **Impacts we have prioritised for Yr 5 of this current plan**

We will use our business activity to bring around environmental change in our Director, artists, creative teams, support staff, audiences and suppliers by:

- Continue to use communications materials to advise audiences on energy savings ideas
- Continue to ask suppliers to report on the impact of their services when procuring technical kit and marketing materials
- Continuing to monitor the personal environmental impacts of the Artistic Director and Administrative Director
- New for Year 2 - Limit the use of plastic in all activity based on feedback from Yr1
- New for Year 3 – Continue to limit the use of plastic in all activity
- New for Year 4 – Continue to limit the use of plastic in all activity
- **New for Year 5 – Continue to limit the use of plastic in all activity and migrate from this Action Plan to our 23+ new plan.**

### **SMART targets of how will we address this:**

- Put public transport information in all marketing material
- Ask all heads of department to try and gather data from suppliers, many companies can not provide detailed information on this we have found, but the very asking is making them more aware and will contribute to change.
- Fill in the annual Julie's bicycle tool to monitor actions by the Artistic Director and Administrative Director to see how effective the personal actions are.

- Ask all freelancers for ideas on how the organisation can better reduce its impact when they are carrying out their jobs, to help identify practical SMART targets for the following year
- New for Year 2-  
No single use plastic to be used by freelancers  
Ask all suppliers about their policies on single use plastic
- New for Year 3-  
No single use plastic to be used by freelancers  
Better onsite recycle by all freelancers at the Festival
- New for Year 4-  
No single use plastic to be used by freelancers beyond PPE as advised by Public Health England  
Limit single use plastic PPE or testing equipment as much as possible  
Ensure *Song of the Sea* uses eco plastic only Whirly Tubes  
Ask everyone at the festival to take personal responsibility for recycling and take home for recycling any items not supported by the venue system  
Ensure *Pop Up* transportation has as limited carbon foot print as possible by encouraging trains or car sharing
- New for Year 5-  
Continue no single use plastic to be used by freelancers beyond PPE as advised by Public Health England  
Limit single use plastic PPE or testing equipment as much as possible  
Ask everyone at the festival to take personal responsibility for recycling and take home for recycling any items not supported by the venue system  
Host a sustainability zoom for festival artists introducing the tools of [The Theatre Green Book](#)  
Allocate a Board Lead to champion and support with Environmental progression

The success of Yr 5 will be reviewed at the [Autumn 2022](#) Board Meeting and new *Impacts To Address* drawn up for the following year as part of our new 23+ Action Plan

1<sup>st</sup> July 2022