

**Northern  
Ballet**

# **Environmental Policy & Action Plan 2022-23**

As @ 22 September 2023

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# 1. Mission Statement

Northern Ballet is a registered charity, renowned as the busiest and widest touring of Ballet companies in the UK. We recognise the unique privilege the cultural sector holds in responding to the climate emergency and the responsibility we have for leading the urgent change required towards a more sustainable future. We are acting in the immediate term to change practices across our entire business to lead positive change. We are addressing this challenge by focusing on the following 5 areas:

**Operations** - reducing the environmental impacts of our operations and buildings across all sites.

**Production** - establishing an environmentally sustainable production and touring model, embedding the actions from the Theatre's 'Green Book' in our practice. Exploring ways that environmental themes can be addressed on stage or screen in our artistic work.

**Travel** - enabling sustainable travel to be used by our staff, audiences and other stakeholders. Accelerating the adoption of carbon neutral travel within our business.

**Community** - Ensuring that our staff are equipped with the knowledge to take decisions in full knowledge environmental impact they will have. Embedding sustainability in our education work.

**Partnerships** - developing environmental collaboration with our key partners – city/region, corporate or individual supporters, colleagues in the arts, our main touring venues.

We have defined our ambition of the next 3 years (2023-26) as follows:

We will have a clear understanding of our environmental impact with metrics and feedback mechanisms in place that allow the executive to plot a route towards net zero. We will be open about how we plan to do this and make commitments publicly to lead others on this journey.

For the year 2022-23 our priority is:

We will focus on improving the quality of data we hold on the impacts of our business. Alongside extending the data we capture to include the impacts of our touring we will implement environmental reporting on our new mixed programme by collating a materials inventory as per the Theatres Green Book.

## 2. Implementation

Northern Ballet's Environmental Policy is a statement of our commitment to reduce the impact of our activities on the environment. The policy is supported by an Environmental Action Plan which specifies how the policy will be implemented complete with targets, dates and a named person responsible for delivering it.

We will work with our Board, Senior Management, Staff, Suppliers, Funders and our stakeholder network (e.g. Northern Ballet Members) to ensure we consider and communicate the environmental impacts of our activities. For each financial year we will assess and report our environmental performance to stakeholders. This will have dedicated time as an agenda item at both Directors' and Board Meetings. This information will be used to update our action plan for the coming year.

This Environmental Policy is endorsed by: **David Collins, Executive Director, Northern Ballet**

## 3. Scope of Policy

Our activities have environmental impacts in the areas of:

Energy

Water

Waste

Food

Toxicity

Biodiversity

Our ability to improve our environmental impacts depends on our knowledge of and commitment to addressing them and our capacity to change and influence decisions not always within our immediate control (such as rented space and shared utilities). We will make every effort to understand, measure, improve and communicate our environmental performance.

## 4. Key Environmental Impacts

### 4.1 Office

Northern Ballet moved to its stunning, purpose-built (to BREAM Excellent) headquarters in Oct 2010.

Northern Ballet's team works predominantly from its headquarters in Leeds. Since the Covid-19 pandemic all administrative staff have been offered hybrid working home/office.

Primary environmental impacts are:

- Fossil fuel energy consumption
- Water consumption
- Waste generation
- Office supplies and services (See 4.3.3 and 4.3.4)

Additionally, Northern Ballet operates two further sites in Bramley and Stourton, one of which is a rented premises.

## **4.2 Business Travel**

We are a touring company that takes pride in the wide-ranging tour we undertake. Although this involves travel by road and rail, we endeavour not to make unnecessary journeys by air. We also consider the environmental impacts produced by staff commuting to and from work.

Primary environmental impacts are:

- Fossil fuel energy consumption

## **4.3 Goods and Services Procurement**

### **4.3.1 Publications**

Each year we produce a number of publications including:

- Inside – Friends of Northern Ballet magazine
- Leaflets and Posters for all productions and performances

Primary environmental impacts are:

- Paper resource consumption
- Toxicity of inks and finishes

### **4.3.2 Events**

Each year we organise a number of events. These events are held in hosted spaces, as well as our headquarters and they usually involve some elements of catering.

Primary environmental impacts are:

- Fossil fuel energy consumption (building and participant travel)
- Water consumption
- Waste generation
- Food consumption

### **4.3.3 Office Supplies**

A number of goods and services are procured to run our office operations, and each has an environmental impact.

Primary environmental impacts are:

- Resource use for office electronic equipment, furniture and stationery
- Toxicity of cleaning products, furniture and equipment

### **4.3.4 Productions**

Our main artistic output (creating, performing and touring ballet) relies on processes that create carbon emissions. Currently we have little historic data on this element of our business. These impacts fall into the following categories

- Creation of new work – set building/procurement, carbon embedded in materials
- Touring – haulage of materials between venues, movement of people between venues

### **4.3.5 Other**

In addition to the goods and services outlined above, two less visible areas for consideration are:

- Banking
- Server hosting of the website and email accounts

## **4.4 Key Performance Indicators**

We are committed to measuring, monitoring and controlling the use of all those environmental impacts for which we can reasonably gather data.

Headquarters

- Greenhouse gas emissions per staff member
- Water use per staff member
- Waste use per staff member

For Staff Commuter Travel

- Number of staff using public transport or cycling to and from work

- Location of the office in relation to where most staff live

For Goods and Services Procurement

- Number of events hosted at venues with environmental accreditation
- Number of publications produced by printers with environmental accreditation
- Number of suppliers able to provide us with information about their efforts to improve their environmental performance

## 5. Environmental Action Plan

Date: 1 April 2022 to 31 March 2023

Staff member responsible for coordinating the action plan: **Shaun Daniels**

We aim to certify the following actions by applying for Industry Green Assessment which covers the environmental impacts of energy, water, waste and business travel. The Industry Green Assessment will be carried out by an independent auditor to ensure transparency and external accountability.

## 5.1 Publications

We are committed to monitoring and minimising the environmental impacts of the publications we produce.

<b>Action</b>	<b>How</b>
Use printers with strong environmental credentials	Use post-consumer and/ or FSC paper and non-toxic inks and finishes
Assess the demand for hard copy of the publication to avoid over printing	Identify who we want to give a hard copy publication to when determining how many copies to print
Make as many of our publications as possible available electronically to reduce the demand for hard copies	Upload publications to our website  Northern Ballet App  E-mail only “What’s on” guides” and regular newsletters, eliminating paper use



## 5.2 Staff Commuting

We are committed to supporting our staff in the monitoring and minimizing of the environmental impacts produced from commuting to and from work.

<b>Action</b>	<b>How</b>
Support cycling	New locked and visibly secure areas for bikes to be stored Informal Cycle committee to be set up to support cycling Survey to be conducted to understand the changes in home-office commuting benchmarked against pre-pandemic data Proactively sharing and promoting the changes to our local cycling infrastructure (through Connecting Leeds) to present this as a viable option Participate in Ride / Walk to Work events to encourage modal shift
Support car pooling	Staff share information about travel planning

## 5.3 Events

We are committed to monitoring and minimizing the environmental impacts of the events we host

Action	How
Preference for venues with strong environmental credentials	Request potential venues to complete a green rider and checklist.  Preference for venues with recognized environmental accreditation
Procure catering services from those with strong environmental credentials	Ask catering service providers about their environmental credentials  Preference for caterers able to provide a menu of seasonal, local and vegetarian food as well as organic and fair-trade wines
Digital Sharing with Patrons	Streaming of performances; live streaming of Rehearsals (thus cutting down on patrons' travel and reducing CO2 emissions)
Minimise waste from events	Avoid serving water in plastic bottles and food in disposable containers. Ensure that printed materials are fully recyclable
Use of single use plastics in the Café	Use of single use straws not freely available in café area, single use straws can be requested
Use of single use coffee cups from the cafe	Café users encouraged to use reusable cups / beakers (discount give to users of these cups)

## 5.4 Business Travel

We are committed to minimising the environmental impacts of our business travel and encouraging staff to consider low GHG emission commuting options.

<b>Action</b>	<b>How</b>
Use train and coach services to as great an extent as possible	Book tickets in advance to obtain best rates. If being invited to an event request to use train and coach services where possible
Remove the need for taking flights internally within the UK	Utility of internal flights to be removed as much as possible by simplified tour routing. Only take internal flights where the use is deemed essential.
Measure and report on impacts of Business travel	Establish new system for integrating existing mileage payments or travel payments (for example through Rydoo) with carbon calculator so that exact impacts of our business travel is understood and reported at all levels.

## 5.5 Office

We are committed to monitoring and minimising the environmental impact of our office practices and processes to the greatest extent possible.

Action	How
Conduct an annual environmental impact audit of office operations. Audit will include quantifying GHG emissions from electricity and gas use, water use, and the amount of waste generated and recycled	CG Office tool provided by Julie's bicycle
Conduct an annual environmental impact audit of operations at Bramley and Stourton.	Utilising the Creative Green Tools via Julie's Bicycle or another method begin measurement and reporting of the carbon footprint of the operations of NB's other sites as a baseline measure for future years.
Undertake ongoing building energy management of our HQ and encouraging staff to undertake home energy management	Measure provided by Julie's bicycle
Conduct an audit of paper products (guides / handouts) ordered against waste and work with suppliers with strong environmental credentials using Post Consumer or Forest Stewardship Council (FSC) paper products	Request details from suppliers  Give preference to suppliers with strong environmental credentials where financially able
Reducing the use of and recycling of paper products	Print only when necessary  Print double-sided  All contracts to be issued electronically following investment in DocuSign. No paper records or duplication required.
Reducing waste that goes to general waste bins	All waste no matter if recycling or General goes to a waste processing plant which eliminates landfill waste

<b>Action</b>	<b>How</b>
	Work with suppliers that recycle used food and organic waste for composting and use any non-recyclable items for energy recovery
Work with the companies with whom we share studio/office facilities to measure and reduce environmental impacts	Liaise with their sustainability coordinators
Raise staff awareness and participation in our journey towards becoming more sustainable	E&S Committee to lead week of action, activities and communication at our Quarry hill base to raise awareness within the company and create tangible benefits in particular, around commuting behaviour change and adding to the greenery on our site.

## 5.6 Productions

<b>Action</b>	<b>How</b>
Keep a materials source inventory as per the Theatres Green Book on the <i>Three Short Ballets</i> 2022 programme.	Led by Technical Director, log to be kept of which materials are new and recycled to establish systems before these are applied in future on a full-length new production
Touring travel for <i>The Little Mermaid</i> Autumn 2022 tour to be logged and full carbon footprint calculated	Led by Company Manager, we will utilize the touring and productions part of the CG Tools to begin to gather data on the impacts of our touring, categorised by travel type, for a discreet tour period. This will be reported back to Directors and Board.

## 6. Reporting and Communication

Data collected from each year will be used to inform the setting of our environmental goals and targets for improvement in future years.

Each year we will assess our environmental impacts and extend the scope for understanding, measurement and action as appropriate.

- The consideration of our environmental impacts will be a standing item on all internal meetings concerning staff travel, event planning, office supplies and publications
- An Environment & Sustainability Committee made up of representatives from administration, technical, communications, fundraising, and the performing company IT and Events departments will meet a minimum of 8 times per year to discuss environmental impacts and progress towards meeting improvement targets for the year
- An Environmental Report is prepared annually and electronically circulated to Northern Ballet’s Board Members, Associates and key suppliers
- We will publish the Environmental Report on our website along with the Environmental Policy and a list of key suppliers see link: <https://northernballet.com/environmental-policy>

### 6.1 Reporting time frame

<b>April 2022</b>	Review environmental policy to check relevance and update as necessary  Publish environmental impacts for year 2021/2022
<b>April 2023</b>	Review environmental policy to check relevance and update as necessary  Publish environmental impacts for year 2021/2022

### 6.2 Report April 2022 – March 2023

#### NORTHERN BALLET ENERGY REPORT 2022-23

2022/2023 with a new “living with COVID-19” mentality and with major changes in the staffing of Northern Ballet it has been a time of remodelling within the company. Staff who have flexibility have continued working in a hybrid setting between home and office.

The Stanley and Audrey Burton Theatre had a bigger season and rental opportunities has once again reappeared

The Academy of Northern Ballet continued to hold some classes in hybrid but more classes returned to “in person”. Parents were welcomed back into the building to a small degree.

Northern Ballet Company Dancers continued to train in the building and touring performances returned in a pattern similar to pre-covid.

Similarly, to 2021-22 most spaces within the Northern Ballet building were made available for dancing company use, allowing external users of the building some bookings opportunities, but available hire space was still limited.

Northern Ballet has continued to work with the following companies during the 2022/23 period to help with our environmental impact:

- Orchard Energy (energy procurement)
- City Electrical Factors (lighting waste streams)
- CTR Recycling (toner cartridges)
- T Clarke (building maintenance and management system)
- Forge Recycling
- Revive IT (WEEE)

Forge Recycling is a local company. Waste products collected from our building that cannot be recycled are transferred to the local energy recovery plant to be converted into heat which is used in the Local District Heating Network, with local business and homes benefitting.

In January 2023 we once again changed our current supplier of electricity to an all-Renewable supply Company but doing so Northern Ballet incurred energy price increases which once again made us look at our energy use.

Alongside this we have investigated several projects with a view towards reducing our carbon footprint:

- Solar Panels on the roof area of QH were considered but after talks with companies it was understood that the roof design may not be suitable or give a viable return for the initial



costs. We are investigating whether these might be more suitable to our site at Bramley Mills.

- A Power perfector unit is a more feasible system and funding is being investigated to reduce our electricity consumption.
- Connection to the “Local District Heating Network “ is also being investigated as an alternative to using our own gas boilers.

The following statistics detail our outputs for 2022/23:

### 6.2.1 Quarry Hill

- Total Energy 235 Tonnes CO<sub>2</sub>e (Carbon Dioxide Equivalent); (Including Energy, Water, Sewage) (Decrease of 20 Tonnes CO<sub>2</sub>e from 2021/22 )
- Total Water and Sewage 1 Tonnes CO<sub>2</sub>e (Increase of 0.361 Tonnes CO<sub>2</sub>e 2021/22)
- Total waste 0.843 Tonnes CO<sub>2</sub>e (Decrease of 3.157 Tonnes CO<sub>2</sub>e 2021/22) this large decrease is due to people switching from paper towels to hand air dryers, although Paper towels still available, hand sanitizers are also readily available.

Energy breakdown is as follows:

- Gas 124,858 kg CO<sub>2</sub>e (Decrease of 17,193 kg CO<sub>2</sub>e from 2021/22)
- Electricity 109.641 kg CO<sub>2</sub>e (Decrease of 3,806 kg CO<sub>2</sub>e from 2021/22)

### 6.2.2 Bramley Mill

- Total Energy 58 Tonnes CO<sub>2</sub>e (Increase of 14 Tonnes CO<sub>2</sub>e 2021/22) Carbon Dioxide Equivalent); (Including Energy, Water, Sewage)
- Total Water and Sewage 0.051 Tonnes CO<sub>2</sub>e (decrease of 0.523 Tonnes CO<sub>2</sub>e 2021/22) Carbon Dioxide Equivalent
- Total waste 0.451 CO<sub>2</sub>e (decrease of 3.549.523 Tonnes CO<sub>2</sub>e 2022/22) Carbon Dioxide Equivalent

Energy breakdown is as follows:

- Gas 51.039 kg CO<sub>2</sub>e (Increase of 15,612 kg CO<sub>2</sub>e from 2021/22)
- Electricity 6,909 kg CO<sub>2</sub>e (Decrease of 1,458 kg CO<sub>2</sub>e from 2021/22)

Increase caused by staff on site more due to company not touring as often as in previous year.

### 6.2.3 Stourton Stores

- Total Energy 515 kg CO<sub>2</sub>e (decrease of 439 kg CO<sub>2</sub>e from 2021/22) (Carbon Dioxide Equivalent); (Including Energy, Water, Sewage)
- Total Water and Sewage 0.000Tonnes CO<sub>2</sub>e (same as 2021/22) (Carbon Dioxide Equivalent)
- Total waste 0.000 CO<sub>2</sub>e (same as 2021/22) (Carbon Dioxide Equivalent)

Energy breakdown is as follows:

- Gas 84kg CO<sub>2</sub>e (decrease of 139kg CO<sub>2</sub>e from 2021/22)
- Electricity 431 kg CO<sub>2</sub>e (Decrease of 300kg CO<sub>2</sub>e from 2021/22)  
Decrease due to inactivity at site

The table below highlights the total CO<sub>2</sub>e produced by our estates.

22/23					Difference vs
	QH	Stourton	Bramley	TOTAL	21/22
Energy	235	0.515	58	<b>293.515</b>	-8%
Water & Sewerage	1	0	0.051	<b>1.051</b>	1%
Waste	0.843	0	0.451	<b>1.294</b>	-518%
<b>TOTAL</b>	<b>236.843</b>	<b>0.515</b>	<b>58.502</b>	<b>295.86</b>	-11%

This highlights the importance of energy consumption towards our total output. And therefore that any difference in energy consumption will make a large impact on our footprint. The success of measures put in place to manage energy consumption across the year was reflected in the 11% total reduction in Carbon Dioxide Equivalent when compared with the previous year.

In the next period we will continue to review our energy consumption against the baseline measures we have in place and try to seek further reductions in our consumption. Additionally we will look to continue developing our greenspaces within our estates to create a positive impact on biodiversity and carbon reduction.