



# **SUSTAINABILITY POLICY & ACTION PLAN**

**Policy Last Reviewed: November 2024**

**Next Review: November 2025**

**(or sooner in line with updated legislation)**

## Vision

Hijinx is a leader in inclusivity and increasing representation of learning disabled and/or autistic people on stage and screen. Sustainability is at the heart of our practice, and we are committed to having a positive impact on the people we work with, audiences and our planet.

Hijinx recognise that we are facing an unprecedented climate emergency that, without drastic action, will result in irreversible consequences for humanity. A fundamental shift is needed in the way we live our lives to safeguard ourselves and our planet for the future. The climate crisis and social injustice is deeply connected: the social and political systems that caused the climate breakdown are the same systems that create and uphold inequality, marginalisation and unequal opportunity for people around the world.

**We want to ensure our work is sustainable, supportive of current and future generations and our planet.** We acknowledge that there is much to learn and significant improvements we can make to reduce and minimise any negative environmental impacts.

Our ambition is to become carbon neutral by 2030.

## Policy

This policy outlines our approach to sustainability and clearly communicates this to our staff and freelancers, to our actors and participants, to the clients and suppliers we work with and to our audiences.

### Our Values

This policy is guided by our company values in the following ways:

- Integrity – we aim to behave ethically and responsibly.
- Ambition – we aim to be ambitious in our sustainability targets and hold ourselves accountable.
- Equity – we acknowledge that by taking meaningful action on the climate emergency we are also creating a more equitable society.
- Excellence – we want to achieve excellence in sustainable practice and share best practice.
- Community – we recognise that we have a responsibility to our community to operate in a sustainable way and have a positive impact on the planet.

### Outcomes 2024-25

- Place sustainability at the heart of our operations, planning and decision making.
- Promote a more sustainable creative industries by sharing data and best practice and through strategic partnerships.
- Reduce the environmental impact of our Wales-based activity and touring work.

We are at the start of our journey, but this policy and associated action plan will ensure Hijinx becomes a more environmentally conscious and responsible company.

## **Our Business**

We are Hijinx.

For over 40 years Hijinx has been part of the fabric of Welsh cultural life.

We are Wales's inclusive theatre company, striving for equal representation and equity on stage and screen for learning disabled and/or autistic people.

We put learning disabled and autistic people at the heart of our productions and training and have received international acclaim for our award-winning work.

In 2012 we set up the first Hijinx Academy, a pioneering professional pathway. Now learning disabled and/or autistic adults in Wales, who have an ambition to act, can access vocational training and fulfil their dreams.

Our productions are bold, vibrant, anarchic, and honest; truly with, of, and by our artists. We work this way because performances that change the way that we perceive the world remain with us forever, and ultimately affect change. We perform our work in Wales, across the UK and internationally.

We promote our artists, representing them through Hijinx Actors (casting agency) and facilitating their employment, making sure they have the right creative and practical support. Increasing representation across the sector and supporting change. Alongside this, our award-winning communications training provides direct employment for our artists.

Through Pawb, our community engagement work in Wales and beyond, we reach 150 people from 16-80 years old every week in sessions throughout the year.

We know what we do works, our social impact report demonstrates the change we create, building confidence, happiness, independence, and aspiration; generating a Social Return on Investment of £5 for every £1 invested, and the Hijinx ripple effect, seeds change through our partners and audiences.

We are committed to creating work that makes a difference. Our plans are ambitious, created for and by the communities we work with.

## **Our Impacts**

We measure our impacts across day-to-day core operations, regular activity (e.g. Academy), and on a project-by-project basis, from conception, planning and procurement through to delivery, completion and evaluation.

Hijinx is committed to reducing the harmful environmental impacts of our activities, in particular those relating to:

- Our premises: energy use, water use and waste.
- Our theatre productions: materials, energy and waste. Biodiversity and the natural environment if rehearsing and/or performing outdoors.

- Our films: materials, energy and waste. Biodiversity and the natural environment if filming outdoors.
- Our procurement: equipment, consumables, printing and catering.
- Our travel and transport: business travel, touring, freight. Biodiversity and the natural environment when touring nationally and internationally.
- Our events: energy use, water use and waste.

Hijinx is committed to maximising the positive impact environmental impacts of our activities, in particular those relating to:

- Using renewable energy
- Recycling, reusing or repurposing materials
- Contributing to local, national and international biodiversity projects to undo damage to the natural environment
- Intelligent design to reduce the use of consumable products

Hijinx is committed to maximising the positive social impacts of our activities, in particular those relating to:

- Community engagement
- Training and development
- Participation
- Partnerships

Hijinx is committed to maximising the positive economic impacts of our activities, in particular those relating to:

- Responsible Employment (e.g. commitment to Living Wage, family-friendly policies)
- Providing value for money
- Ethical procurement and commitment to both our local economy and to working with suppliers whose vision and values align with our own
- Ethical fundraising and sponsorship – sourcing funds from responsible or B Corp certified Trusts, Foundations and businesses whose vision and values align with our own

## **Implementation**

We are committed to working with our Board of Trustees, senior management, staff, freelancers, actors, participants, contractors, suppliers, funders and external stakeholders to ensure we monitor and communicate the environmental, social and economic impacts of our activities.

- We have Green Champions who ensure Sustainability remains a priority across the organisation.
- Sustainability is a standing agenda item at both Senior Management Team and Board meetings.

- Regular reports are presented to our Board of Trustees, and they review and approve our annual Action Plan.
- We report annually to Arts Council Wales.

This policy is reviewed on an annual basis by our Board of Trustees and updated as and when necessary. The policy is supported by a Sustainability Action Plan (attached below). The action plan is informed by review of our social, economic and environmental impacts by our environmental monitoring and measurement and by feedback from engaging with internal and external stakeholders. It is reviewed and updated on an annual basis, and approved by our Board of Trustees.

## Sustainability Action Plan 2024-25

ACTION	BY WHOM	BY WHEN
<b>ENVIRONMENTAL IMPACTS</b>		
Monitor environmental impacts via Creative Climate Tools and embed this across the organisation	All	Ongoing
Establish Green Champions who meet quarterly to monitor environmental, social, and economic impacts and feedback recommendations to the team	Green Champions	By March 2025
Ensure sustainability is embedded in our business plan and other key policies	Senior Management	Ongoing
Include sustainability as a standing agenda item at Senior Management and Board meetings	Senior Management	Ongoing
Ensure that all current and future creative hubs are accessible by public transport	Academy Director/Head of Pawb	Ongoing
Offset carbon emissions from flights using Regrow Borneo	Head of Theatre	Ongoing
Where practical, consider purchasing hybrid or electric company vehicles that have a low environmental impact	Interim CEO	Ongoing
Develop slow travel policy and consider whether Hijinx should register with 'Climate Perks' to encourage staff to choose low-carbon travel	Interim CEO	By June 2025
Reduce printing and photocopying in favour of digital solutions	All	Ongoing
Purchase energy efficient options when replacing technical equipment	Production Manager/Administrator	Ongoing
Follow the Carbon Trust's <a href="#">Green Event Guide</a> for Unity Festival and other relevant events	All	Ongoing
Ensure theatre projects abide by <a href="#">Theatre Green Book</a> standards and recommendations	Theatre	Ongoing
Ensure film projects abide by <a href="#">We Are Albert</a> guidelines and recommendations	Film	Ongoing
Review of marketing materials to consider environmental impact and reduce physical print	Marketing	By June 2025
When providing catering, include healthy, vegetarian, vegan and gluten free options and clean drinking water	All	Ongoing
Follow <a href="#">Welsh Government guidance</a> on single-use plastics.	All	Ongoing
Develop online training provision and resources to reduce impact from in-person training	Business Development	By September 2025
Submit self-tape auditions where possible	Casting	Ongoing

Set up recycling point for soft plastics in the office	Administrator	By March 2025
<b>ECONOMIC IMPACTS</b>		
Water supplied by Eden who are certified carbon neutral and offset their CO2 emissions	Administrator	Ongoing
Research and create a database of local suppliers who are B Corp registered or focus on reducing their environmental impact	Administrator	By September 2025
Ethical fundraising and sponsorship – sourcing funds from responsible or B Corp certified Trusts, Foundations and businesses whose vision and values align with our own	Interim CEO/Fundraising	Ongoing
Choose local, ethical or B Corp registered suppliers where possible	All	Ongoing
Apply to become a real living wage accredited employer	Interim CEO	By September 2025
Print provided by local suppliers with FSA certification who have an environmental policy and use water-based inks. Always use recycled and/or recyclable papers	Marketing	Ongoing
Donate to local biodiversity or environmental projects as a means of reducing Hijinx's harmful impact on the natural world	Interim CEO	By September 2025
Encourage staff to sign up to NEST's Ethical Fund so their pension is being invested in ethical and sustainable ways	Interim CEO	By June 2025
<b>SOCIAL IMPACTS</b>		
Collaborate with Social Services to review transport options at each of Hijinx's Academies	Academy Director	By September 2025
Source Carbon Literacy training for staff and Board	Interim CEO	By June 2025
Build Sustainability into partnership agreements	Senior Management	Ongoing
Consider how we build Sustainability into Academy programme and PAWB activity	Academy Director/Head of PAWB	Ongoing

## USEFUL LINKS

- <https://wearealbert.org/production-handbook/top-tips-for-all/>
- <https://www.groundwork.org.uk/hubs/southwales/greendragon/>
- <https://www.edensprings.co.uk/about/corporate-social-responsibility>
- <https://www.cardiff.ac.uk/sustainable-places/research/projects/regrow-borneo>
- <https://carbonliteracy.com/>
- <https://theatregreenbook.com/>
- <https://www.carbontrust.com/our-work-and-impact/guides-reports-and-tools/green-events-guide>
- <https://www.gov.wales/single-use-plastics-statutory-guidance>