



curious directive

Environmental Policy

KEY ORGANISATIONAL INFORMATION

curious directive is a theatre company and a new NPO (band 1) for 2018-2023.

Founded in 2008, our mission is to explore life through the lens of science, creating ambitious and unexpected theatre.

We prioritize unheard stories and look to theatre as a place and space to share a common forum about science, and how we want our future to be.

We introduce audiences to technology via story and build audiences via experiences with a central focus on narrative.

In August 2018, curious directive took residency at 49 Elm Hill, Norwich, a Grade I listed deconsecrated church, dating back to 1446. This marked a significant step in the growth of the company, with a permanent base for the first time.

In 2019/20, we opened this building up to the public, establishing and growing The Nave creative co-working space, renting our rehearsal space The Loft, welcoming school groups to see our work, and running Heritage Open Days.

We currently operate with 2.5fte structured and collaborate with a group of freelance creatives on a project-by-project basis.

We tour across the UK and around the world.

In 2019/20, our work was seen by 2,432 audience members live internationally.

This year's plans have naturally been marred by COVID-19, but as a small company we are agile and able to adapt to changing circumstances. However, we have managed to install some important Capital adjustments to our building/organisation.

We will forge ahead with debuting a new show Refrain from Dreaming (a return to our acclaimed end-on work, exploring cave paintings, catastrophic climate change and the evolution of human art-making). We will continue a 3-year collaboration with Magic Me and the Paul Hamlyn Foundation taking creative technology into care homes, which have been hit hard by this crisis.

OUR MOTIVATION FOR ENVIRONMENTAL ACTION



curious directive's workforce capacity is growing and will continue to grow into the next financial year. The activity in our building continues to increase, and it is important to us that we grow sustainably in all ways.

Our environmental impact plays a major part in our sustainable planning.

THE LOCAL PICTURE

Since moving into our own building, the local picture and our place within it has occupied our thoughts more than it had before.

We are based in the heart of Norfolk, a county where the vast majority of land (95%¹) is dedicated to farming. As such, nature and the environment are ever-present in our local community.

The key threats to our area from climate change are water scarcity, flooding, and sea level rise caused by coastal erosion.²

MATURING OUR POLICY

Devising a more robust environmental policy is a logical progression of maturing what the company does, and how it does it. We see progressing our company activity and culture in an environmentally conscientious way as a creative challenge in itself - we enjoy finding new ways of doing things both on stage and in our offices.

We look to theatre as a place to share a common forum about science, and we believe there is no more pressing scientific issue than the climate emergency.

ON STAGE

Theatre can provide a space for audiences to explore current issues in a creative way, and spark conversations long after the live performance has come to an end. Our work critically engages with scientific discourse and we hope to inspire that engagement in our audiences.

Our most recent work, Refrain from Dreaming, explores as one facet of the narrative the mass movement of people into cave systems due to catastrophic climate change. In the coming years we plan to work with Norfolk's agricultural community on an R&D exploring humankind's treatment of animals.

LEADERSHIP

¹ Norfolk Rural Development Strategy Dataset 2013, p4. Available at: <https://rb.gy/kj5g74>

² Green Suffolk, A Summary of Climate Change Risks for the East of England, p3. Available at: <http://www.greensuffolk.org/assets/Greenest-County/Adaptation/General/Summary-of-climate-change-risks-to-East-of-England.pdf>



We see that there is a leadership role to be had within the sector, and this is a role we would love to claim. We want to build the voice and visibility of climate action in the arts.

OUR ENVIRONMENTAL AMBITION

- 1 To turn our historic church building into a green hub for the arts.
- 2 To achieve carbon-neutral touring by the year 2025.

BASELINE

2019/20 was our baseline year (due to our moving into a building for the first time). We use our data from this year as a baseline, but with the recognition that with activity in the building growing, if there is a straightforward decrease in energy usage and waste consumption that will be as a result of the COVID-19 lockdown.

Our quest for best practice will involve observing other organisations via knowledge and practice exchange.

OUR TWO KEY ENVIRONMENTAL IMPACTS

- 1 Use of electricity (within our home, 49 Elm Hill)
- 2 UK and International touring.

OUR ENVIRONMENTAL COMMITMENTS

- 1 Action our existing plans to reduce energy consumption within our home, 49 Elm Hill.
- 2 Action our existing plans to streamline our UK and international touring processes.
- 3 Critically engaging with scientific discourse around the environment and quietly leading within the sector, as evidenced by our 2020 'Scientist in Residence' call out.

RESPONSIBILITY AND LIVE REVIEW

On a day-to-day level, all staff hold responsibility for ensuring we our making steps towards achieving our goals, encouraging each other to uphold our pledges.

Policy development and ideas for adjusting policy are gathered quarterly by the Artistic Director.

Policies are discussed and approved annually at our AGM.

DEVELOPMENT AND MONITORING OF THIS POLICY

Using the JB template, we have developed and updated our existing 2019/20 environmental policy into this 2020/21 policy, and devised a clearer action plan.

Our policy and subsequent action plans have been developed through the following 5 processes:

- 1 Careful observation of existing practices within the organisation.
- 2 Reaching out to how other organisations operate.



- 3 Through the careful monitoring of our environmental impacts and assessment of best solutions to carbon reduction and resource conservation.
- 4 Sharing our working practice with Board member, Sholeh Johnson, who advised and helped us hone our thinking.
- 5 Undertaking a survey with Business Energy Efficiency (BEE) Anglia, who developed a comprehensive report on our energy usage for the building, and this has been a key resource in informing the Action Plan document.

Jack Lowe

Artistic Director/CEO
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