

# FULL HOUSE

## Environmental Action Policy 2026-2029

Owned by: Full House Theatre

Review Date: 1<sup>st</sup> April 2027

## 1. Overview

Full House Theatre company has been planning and organising arts events and activities for over 25 years, in and around Bedfordshire.

A professional theatre company and arts organisation, Full House Theatre's vision is for every child to hold treasured memories of theatre.

Activities include: making and performing theatre with and for children and young people in theatre, schools and community settings; programming and organising festivals for children and families; running activities at weekly sessions for children in Houghton Regis through Art Town and as commissioned by local authorities and other organisations.

## 2. Climate Crisis Response

Full House Theatre recognises and understands the current Climate Crisis. We believe that we should be making every effort as an organisation to reduce and limit our impact on the Climate Crisis. In order to help us to achieve this we have created this Environmental Policy and Action Plan.

## 3. Being environmentally responsible

- It means playing our part in looking after the planet and its resources for future generations.
- We believe we have a responsibility both morally and ideologically to reduce our impact on the planet.
- It helps us to be accountable for our actions.
- Full House is a responsible civic organisation so must always consider the critical global contexts.
- Full House is in a unique position to spread the messages appropriately through our performance work and the communities we work with.

## 4. Our approach

- Our organisation has a long history of reusing and recycling materials, and this will continue to be part of our core ethos in relation to environmental responsibility.
- We will aim to tread lightly on the planet in relation to our activities, behaviours and choices.
- Our environmental actions will be aligned to the ACE Environmental Responsibility Investment Principle.

- We will use the One Planet Living framework and principles to guide our action planning.
- We will create and implement an annual action plan with targets which will be monitored by the board.
- We will celebrate our achievements with a view to inspiring others.
- We will share our learning and practices with the sector including Creative Climate Tools (previously known as Julie's Bicycle).

## 5. We will consider the following in our choices

1. Prioritise the environment in all decisions as we would health and safety, diversity or finance.
2. We can't do everything so we will focus on taking the next step that will have the biggest impact.
3. We can't do everything so ask others for help, guidance or contributions through contracts, partnerships, expectations and communications.
4. We don't need to change everything and not everything we change will make a difference so we will focus on where we can have a positive impact or reduce a negative impact.
5. We don't have all the answers so we will ask for help.
6. Celebrate what we achieve, shout about it and then take the next step forward.
7. Continue learning.

## 6. Our Ecosystem

Partners	How we can help them	How they can help us
ACE and other funders	Regular reporting	Sector guidance, support and feedback
Creative Climate Tools	Regular reporting	Sector guidance, resources, support and feedback
Freelance Artists	Share our environmental goals and encourage them to adopt our values	Implement our policy and share data about their own environmental impact
Tour venues	Share our environmental goals and encourage them to adopt our values	Share data on their own environmental policy. Information for Creative Climate Tools
Project Partners	Share our environmental goals and encourage them to adopt our values	Implement our policy and share data about their own environmental impact

## 7. Managing the action plan

Governance: who is responsible, who else will be involved and how will they engage?	Peter Kouwenberg - Senior Lead for Environmental Responsibility Investment Principle Ruth Sparrey – Deputy Lead for Environmental Responsibility Investment Principle
People: Names and roles	Harriet Hardie – CEO Heather McGarity – Administrator
Training or consultants	Michael Addison – Consultant Julie's Bicycle/Creative Green Tools – Training and resources Metta Green – Training Theatre Green Book – Training and resources

## Appendix 1.

### Environmental Action Plan 26-29

Principle	Project Outcome						
	One Planet Goals	Action	Indicator or monitoring plan	Target (if applicable) Value	Target date	Progress to date (RAG + notes)	Who is responsible?
Health and happiness	To increase levels of physical, social and mental health	Maintain membership of Kings Arms Garden as outdoor breakout space, enable daily outdoor break and continue induction for new team members. Adopt a personalised well being approach for staff such as flexible working.	Y/N	n/a	Mar-29		Creative Director(s) and Administrator
	To increase levels of happiness and contentment	Introduce and maintain a staff wellbeing programme including shared social activities and at least one work and walk event each year.	Y/N	n/a	Mar-29		Creative Director(s)
		Maintain staff appraisals where staff can understand the value of their contributions to the work of Full House.	Appraisals Y/N and specific value question in Staff Survey (annually)	8/10 average score	Mar-29		Harriet Hardie
Equity and local economy	To promote diversity and equality of opportunity across gender, race, age and sexual orientation	Deliver on ambitious EDI targets as set in our 2025 EDI Action Plan	Y/N Successful implementation of EDI Plan	See targets set in EDI plan	Mar-29		Creative Director(s) and Senior Producer
		Have regular listen and learn sessions with Senior Leadership and Diversity and Inclusion Associate.	Y/N	At least 6 monthly	Mar-29		Creative Director(s)
	To create a vibrant, locally resilient economy where a significant proportion of money is spent locally	Ensure compliance with local procurement policy which prioritises local spending where possible.	Measure number of local vs national suppliers and set targets to maintain or increase local procurement.	1 Baseline assessment and set agreed percentage increase	Baseline May 2027, reviewed 2029		Administrator
	To promote international trade that is conducted fairly and without exploitation	Investigative audit of the ethical trading of our bank accounts, pension provider and investments	Report with recommendations completed Y/N	n/a	Mar-29		Administrator
Culture and Community	To enable social inclusion and encourage active citizenship	Deliver activities for and with under-represented and under-served groups as outlined in our business plan.	Number of projects or attendees from under-represented groups	2026/27: 4,598 people from under represented groups accessing activity	Mar-27		Creative Director(s) and Senior Producer
		Provide free or low cost opportunities to ensure equity of access via our business plan and influencing partners.	Number of people attending activities for free and number of reduced ticket prices sold	2026/27: 6,068 people accessing free or low cost activity or performance	Mar-27		Creative Director(s) and Senior Producer
	To enhance local culture and heritage	Activating and re-imagining community's local places and spaces with place-based approach to project planning outlined in our business plan.	Number of outdoor events and number of attendees at outdoor events	2026/27: 55 outdoor events 1,915 attendees	Mar-27		Creative Director(s) and Senior Producer
	To foster a sense of place and belonging	Invest in placemaking projects in our locale	Number of placemaking projects in Bedfordshire	At least three placemaking projects	Mar-29		Creative Director(s) and Senior Producer
Land and nature	To ensure a positive net contribution to local biodiversity	Research opportunities to carbon offset for our activities.	Report with recommendations completed Y/N	n/a	Mar-27		Administrator
	To engage people in recognising the value of nature including its value to people	Create opportunities for people to take part in activities outdoors, in parks and open spaces, as outlined in our business plan.	See Culture and Community - action 3	See Culture and Community - action 3	See Culture and Community - action 3		Creative Director(s) and Senior Producer

Local and Sustainable Food	To promote diets high in vegetable protein	Offer at least one plant based alternative to meat for call catered events (HAF, Board Meetings etc)	Y/N	n/a	Mar-29		Adminstrator
	To reduce or eliminate food waste	Regularly review projects where food is offered to reduce food waste.	Project Report	To keep reducing food waste each time the project is run	Mar-29		Administrator and Senior Producer
Travel and transport	To reduce car dependence and the need for everyday travel	Prioritise online meetings or phone calls where possible.	Staff feedback	n/a	Mar-29		Whole Team
	To make it easy and attractive for people to walk, cycle and use public transport	Provide local accommodation for non-local actors in rehearsals within walking distance of our rehearsal space.	Number of non local actors x number of days they are unable to walk to work	70%	Mar-29		Administrator
		Highlight and prioritise public transport services and walking and cycling routes to projects where appropriate for audiences and participants.	Information on social media posts, invites, website and publicity	Report per project	Mar-29		Marketing Co-Ordinator
	To promote low/zero carbon vehicles including electric cars	Replace van with newer model with lower emissions	Y/N	n/a	Mar-27		Administrator
Materials and products	To promote sustainable living by make it easy to share and reduce consumption of natural materials	To be accurate about levels of internal marketing printing required with a view to reducing wastage.	Weight of print wasted (per project)	Reduce by 5% year on year	Mar-29		Marketing Co-Ordinator
		Prioritise non-print media options.	Y/N and staff feedback	n/a	Mar-29		Marketing Co-Ordinator
		Use printing companies that are FSC registered.	Y/N	100%	Mar-29		Marketing Co-Ordinator
	To carefully consider every material and product and select them for their positive social and environmental benefit or for reducing negative impact	Prioritise purchasing second hand materials, re-using and recycling with a 'beg, borrow, steal' mentality.	Y/N and staff feedback by project	n/a	Mar-29		Whole Team
		Ensure that environmental plan is shared and reviewed with production managers.	Y/N	n/a	Mar-29		Administrator and Senior Producer
Zero waste	To reduce wasteful consumption	See materials and production actions one and four.	See materials and production actions one and four	See materials and production actions one and four	See materials and production actions one and four		Marketing Co-Ordinator, Senior Producer and Administrator
	To maximise upcycling, re-use and recycling	Prioritise the use of costume and set store to maximise re-use.	Y/N and staff feedback by project	n/a	Mar-29		Creative Director(s)
		Minimise re-purchasing arts and crafts materials for projects by re-using previously bought materials	Y/N and staff feedback by project	n/a	Mar-29		Administrator and Senior Producer
		Dispose of waste via recycling centres for office and store waste.	Y/N by project	n/a	Mar-29		Administrator
Zero Carbon Energy	Reduction of energy consumption	Heating on timers and keep ambient temperature at 20 degrees.	Kwh of energy consumed per year (month by month comparison)	Reduce by 2% year on year	Mar-29		Administrator
		Research ways to reduce energy consumption on our digital carbon footprint	Report with recommendations completed Y/N	n/a	Mar-27		Adminstrator and Marketing Co-ordinator