

Environmental Policy and Action Plan

Date created: February 2016
Person responsible: Alyson Jones
Trustee responsible: Binita Walia
Date of this review: November 2025
Date of next review: November 2026

Environmental Policy

Who we are:

Tangled Feet is an artist led physical theatre ensemble, with a 20 year history of making ambitious performances both inside and outside of theatre buildings, running integrated, innovative participation programs with diverse young people and championing ensemble theatre making. We employ five core staff members on a part time basis plus an ensemble for productions of over 30 artists. Our work ranges greatly from small indoor productions to large outdoor pieces with audiences from 100 to 3000.

Our mission:

Tangled Feet recognises that the company's operations have an impact on the environment, and our mission is to reduce that impact we have through continuous environmental improvement. Through this commitment we hope to set a good example not only to our company members but also our audience members in both indoor and outdoor performances.

Our impacts:

We are committed to reducing our negative environmental impact by looking into the areas of our business that it affects the most. The main areas are:

In production: material usage in set and costumes and the waste it creates

Office activities: Printing (scripts, contracts, meeting notes and information) and energy usage

Business and audience travel: fuel use and carbon emissions

Our Commitments:

- Comply with all environmental legislation and regularly review our policy and actions
- Discuss environmental issues at the highest level of the company and have sustainability at the heart of the company policy
- Engage artists and audiences with environmental issues through our artistic programme
- Encourage sustainable practices throughout the production process
- Increase company member's awareness of environmental policies and encourage a culture of shared responsibility
- Reduce wastage, preserve resources and recycle across all areas of the company
- Avoid pollution of air, land and water wherever possible, encouraging sustainable travel for artists, staff and audiences
- Consider the environmental impact and policies of our suppliers



- Continue to develop sustainable ways to publicise our shows and communicate with our audience, maximising our use of digital platforms

Tangled Feet's General Manager, Alyson Jones, will review the policy on an annual basis. As the company grows, we expect to create more impacts and these will be added accordingly. Once the policy has been updated it will be shared with the Board and signed off by one member.

Action Plan

Using our main impacts as a guide, Tangled Feet have created an action plan to reduce these impacts as much as possible.

Action	How	Responsibility
Minimise paper wastage	Only print out written material when absolutely necessary, use electronic copies when practical to do so	Co-Artistic Directors Producer
Minimise paper wastage	Issue and send contracts and invoices electronically, reducing printing and postage	General Manager Finance Manager
Minimise paper wastage	Request electronic versions of contracts, newsletters and mail-outs rather than hard copies	General Manager
Minimise paper wastage	Maximise use of digital platforms to promote our shows	Communications Director Co-Artistic Directors
Encourage recycling	Re-use set and costumes as many times as possible. Buy recycled or second-hand costumes and/or hire rather than buy set pieces	Designer Co-Artistic Directors
Saving energy	Where possible enable our designers to use low energy lighting on our stages	Co-Artistic Directors Designer
Avoid air pollution	Encourage and promote car sharing or use of public transport for business and audience travel	Producer Production Manager General Manager
Avoid air pollution	Use trains in preference to car travel for longer trips, where time pressures and cost is not prohibitive	Producer Production Manager General Manager
Avoid air pollution	If trains are not possible, encourage car/van sharing for touring.	Producer Production Manager General Manager
Avoid air pollution	Explore the possibility of using a EV (electric vehicle) rather than a ICE (Internal Combustion Engine) when it is necessary to	Production Manager Producer Co-Artistic Directors

	use a car.	
Saving energy	Where possible rehearse during daylight hours to reduce energy consumption in the rehearsal room	Co-Artistic Directors Production Manager Producer
Saving energy	Add the following duty to contracts for all Production Staff 'Consider the environmental impact of any materials and resources that are used in the Production and try to minimise these as far as practically possible.'	General Manager
Saving energy	Where possible minimise/eliminate the use of single use plastic. Always seek to use alternatives. We will make a conscious effort to minimise the use of single use plastic bottles and single use coffee cups by encouraging the workforce to bring and use reusable items. The following will be added to all contracts: Please be conscious of the use of single use plastics during rehearsal and production periods. We would encourage you to bring a reusable water bottle for rehearsals and production periods.	General Manager Co-Artistic Directors Producer Production Manager
Saving energy	Where possible measure the energy used per show. This information should be logged and reviewed annually (by GM) to begin to build a picture of total energy used and this information used to review how we can reduce it in the future.	Production Manager PPSM General Manager
Saving energy	Research possibilities of using alternative green energy for all productions.	Co-Artistic Directors Production Manager PPSM
Saving energy	Data shows that curbing emails and website impressions has a positive effect on the environment. Using a 'do I need to reply with an email' way of working.	Full team
Saving energy	Consider environmental impact of the new Tangled Feet Website during the design stage.	Marketing & Communications Director Co-Artistic Directors
Sustainable Theatre	https://theatregreenbook.com/ Spend 2024-25 understanding the principles of Book One from the Theatre Green Book. How can we use this book to fit our company?	General Manager Co-Artistic Directors PPSM

Convenience	<p>What can we do so as not to fall back on convenience?</p> <p>Ideas to explore and trial:</p> <p>Cast bring in own food instead of buying.</p> <p>Longer rehearsal times so only natural light can be used.</p> <p>Always have a kitchen stock so small items don't need to be bought every production.</p> <p>Sort and list store items so they can be reused or lent out.</p> <p>Make sure we provide audiences with information about what facilities and refreshments will be available to buy at venues so they can prepare sustainably for their trip.</p>	<p>General Manager</p> <p>Co-Artistic Directors</p> <p>Production Manager</p>
Training (NEW 2024)	<p>Upskilling the Environmental Champions at Board and Core team level.</p> <p>Co-Artistic Director - Attend training to become carbon literate.</p> <p>Carbon Literacy® is a term used to describe an awareness of climate change, and the climate impacts of mankind's everyday actions.</p> <p>Board – Attend Julies Bicycle Board Environmental Champions event</p>	<p>Co-Artistic Directors</p> <p>General Manager</p> <p>Board</p>

These will also be reviewed annually by Alyson Jones, General Manager, where a report will be created listing the actions completed and detailing how they were actioned.

If new impacts are added at the review, actions to reduce/eliminate these impacts will also be added to our action plan.

This Environmental Policy and/or Action Plan was developed using guidelines from Julie's Bicycle, www.juliesbicycle.com.

Annual report on action completed – October 2025

Action	How	Actions completed
Minimise paper wastage	Only print out written material when absolutely necessary, use electronic copies when practical to do so	Actioned and on-going
Minimise paper wastage	Issue and send contracts and invoices electronically, reducing printing and postage	All contracts are now sent and signed electronically.
Minimise paper wastage	Request electronic versions of contracts, newsletters and mail-outs rather than hard copies	The majority of contracts we receive are electronic and we are able to sign online rather than print them.

Minimise paper wastage	Maximise use of digital platforms to promote our shows	We continue to use social media to promote the company and individual shows and flyers are only made when we think it will truly benefit the show.
Encourage recycling	Re-use set and costumes as many times as possible. Buy recycled or second-hand costumes and/or hire rather than buy set pieces	Re-use of the set has been actioned, especially for re-touring. We always try to recycling costumes where possible. Rave New World delivered with minimal new buying or waste as a result of Environmental Impact Method Statement.
Saving energy	Where possible enable our designers to use low energy lighting on our stages	On-going
Avoid air pollution	Encourage and promote car sharing or use of public transport for business and audience travel	On-going
Avoid air pollution	Use trains in preference to car travel for longer trips, where time pressures and cost is not prohibitive	On-going
Avoid air pollution	If trains are not possible, encourage car/van sharing for touring	On-going
Saving energy	Where possible rehearse during daylight hours to reduce energy consumption in the rehearsal room	On-going
Saving energy	Making Production Staff aware of our aims to reduce the environmental impact of materials and resources.	Added to all production contracts: <i>Consider the environmental impact of any materials and resources that are used in the Production and try to minimise these as far as practically possible.</i>
Saving energy	Where possible minimise/eliminate the use of single use plastic. Always seek to use alternatives.	Below point in all contracts: <i>Please be conscious of the use of single use plastics during rehearsal and production periods. We would encourage you to bring a reusable water bottle for rehearsals and production periods.</i>
Saving energy	Research possibilities of using alternative green energy for all	ongoing

	productions.	
Saving energy	Data shows that curbing emails and website impressions has a positive effect on the environment. Continued use of 'Do I need to reply with an email' way of working.	This is working well with the main team with a large amount of no need emails e.g 'thanks for that', 'great, thanks', having stopped. As well as not adding to our carbon footprint, this helps workflow within the team.
Sustainable Theatre	https://theatregreenbook.com/ Understanding the principles of Book One from the Theatre Green Book.	Co-Artistic Director has read the Theatre Green Book and is exploring ways to adapt and implement to fit the company. Rave New World Designer contracted to 'Creating and abiding by an Environmental Impact Method Statement which aligns with principles in the Theatre Green book.' Rave New World Designer created and circulated an Environmental Sustainability method statement at the beginning of the design journey.
Convenience	What can we do so as not to fall back on convenience?	When booking accommodation we look for self catering and make sure there is a supermarket close by so team can cook together. Planning and communicating clear timings of rehearsal days and breaks so cast and production team can bring lunch or eat in a restaurant so to save using single use plastics and convenience food. Catering was provided for Rave New World production team from a local Luton company. This meant convenience food was not consumed during the production week and food waste was minimal.
Training	Upskilling the Environmental Champions at Board and Core team level.	Co AD has achieved Carbon Literacy and Carbon Ambassador status, enabling her to deliver Carbon Literacy training in the workplace. Board member attended the Julies Bicycle Board Environmental Champions event.