



## Scary Little Girls Sustainability Policy

Scary Little Girls' sustainability policy is developed through the framework of the UN Sustainable Development Goals. Of the 17 goals our work touches 11, and we feel this gives us a relevant framework for exploring, articulating our activity and impact and for benchmarking our ambitions for the future.

The relevant UN sustainability goals:

3. Good Health and Wellbeing
4. Quality Education
5. Gender Equality
7. Affordable and Clean Energy
8. Decent Work and Economic Growth
9. Industry, innovation and infrastructure
10. Reduced inequalities
11. Sustainable cities and communities
12. Responsible consumption and production
13. Climate action
16. Peace, justice and strong institutions



The areas of our work that we feel are a consideration of the goals, and through which we will develop our action plan are as follows.

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| <b>3. Good Health and Wellbeing</b>       | <p>Offering flexible working wherever possible recognising that working with us is one aspect of our teams' lives</p> <p>Ensuring that the team have input, and that their voice is heard through a collaborative flat structure.</p> <p>Making work that promotes the wellbeing of women through recognition, representation and validation of experience.</p>  |
| <b>4. Quality Education</b>               | <p>Actively seeking opportunities for high quality education &amp; engagement with the community.</p> <p>Promoting, maintaining, improving and advancing the education of the public in the power of narration, language and representation, in particular but not exclusively using the arts of theatre, drama, music, dance and digital technology by the provision of performances, plays, workshops and other live and remote events.</p>                            |
| <b>5. Gender Equality</b>                 | <p>Actively promoting female professionals in the arts and challenging what size, shape, age, colour or class women should be to be visible and for their work to be validated.</p> <p>Fighting for the widest possible representation of all kinds of women in our work, so that women looking at our projects will see themselves throughout its creation.</p> <p>Mentoring, cross-pollinating, networking and supporting women and girls who engage with our work</p> |
| <b>7. Affordable and Clean Energy</b>     | <p>Choosing responsible energy suppliers and implementing energy saving measures wherever possible.</p> <p>Aiming toward Zero Carbon and Zero emissions for 2030, exploring digitalisation of our work and effective planning for touring.</p>   |
| <b>8. Decent Work and Economic Growth</b> | <p>Providing decent work for our staff and freelance artists, actively diversifying our income stream to improve the sustainability of employment.</p>   |

Seeking ethical partnerships in all elements of our work

**9. Industry,  
innovation and  
infrastructure**

Working with partners to share physical resources on a local level wherever possible.

Using ethical Banking providers whom invest in social / environmental projects

Telling stories and promoting characters which are little known, historically or culturally excluded, or usually told from one perspective only.

**10. Reduced  
inequalities**

Partnering with other humanitarian, grassroots and arts organisations, such as those who tackle industry stigma around race, gender or disability, forming alliances to improve representation and working standards for all.

Providing digital training for women economically in need of remote skills, free at the point of access.

Making work that has social value as well as cultural impact.

**11. Sustainable cities  
and communities**

Sharing and disseminating the skills of artists for the benefit of both the artistic and the wider community.

Cultivating audience and professional relationships with those experiencing disadvantage and social exclusion to enable positive change, social justice and richer quality storytelling.

Touring sustainably, making lo-fi shows focused on the relationship between performer and audience

**12. Responsible  
consumption and  
production**

Aiming towards Zero waste, having a paperless office; digital marketing materials wherever possible, and green flyering using the recycle me logo where it is not.

Working with local partners to borrow materials, re-using and recycling where this is possible.

Buying from ethical brands where possible, preferably female led, sustainable brands

	Communicating publicly the carbon footprint of our touring work, and the measures we are taking to reduce it
13. Climate action	Collaborating with Cornwall based decision makers and our individual peers re: finding and sharing solutions  Producing work exploring environmental themes
	Continuing to reduce barriers to accessing the industry, and to accessing our work within the community.
16. Peace, justice and strong institutions	Reflecting in all evaluation upon our organisational culture and structure, looking after each other and promoting deep and active listening  Cross-promoting the work of SLG and our sister company Greenham Women Everywhere, the principles of peace, social justice and activism.

### **Implementation**

- This approach to sustainable business practice is supported and endorsed by the Advisory Board and the Artistic Director.
- It is communicated to the team, freelance artists and collaborators who will be contributing to it's outcomes.
- We will report to Julie's Bicycle on an annual basis and participate in external accreditation schemes as appropriate.
- We will develop partnerships and collaborations, which will help us to achieve our targets.

### **Evaluation**

- We will report on incremental progress against our sustainability action plan as a standing item at board meetings
- We will use a combination of surveys, evaluative conversations and focus groups to gather data from audiences, freelance artists and the team to inform our action plan review
- We will review and evaluate our performance internally on an annual basis and update the action plan accordingly, identifying new initiatives and setting measurable targets for future progress.

Last reviewed October 2021