



Environmental Sustainability Policy 2017

Cirque Bijou is a non-profit creative company founded in 1999 specialising in show design and production working in the private and public sectors.

The company is run by 2 Artistic Directors supported by a small core team consisting of a Production Manager, Business Development, Office Manager, Creative Producer, and an Arts & Finance Administrator. We have a large network of industry contacts and bring in freelance circus artists, production staff and contractors for projects allowing flexibility in our company structure, utilising skills and keeping ideas fresh.

Our extensive commercial experience means we are used to working to deadline and to budget, creating high quality programmes of work for specified briefs and particular audiences, and working on several projects at a time. Our team switches between the creation of artistic, high quality work for rock 'n' roll and commercial clients, and innovative, accessible and integrated work for public audiences.

We are Key Arts Providers for Bristol playing a key role in reinforcing and building upon Bristol's excellent reputation as a major hub of artistic and creative activity.

Every event we work on is different, with different clients, priorities, locations and suppliers, therefore our sustainable approach is tailored to each specific situation.

Our Aims

- To produce work of the highest quality and standard which has a positive impact on the community and environment.
- To push the boundaries of contemporary circus and street theatre by creating work which is accessible, engaging, diverse, integrated and inspiring to the wider community.
- Working within the UK circus industry to help artists develop new work and successful professional careers to raise the profile of UK circus and street theatre nationally and internationally.
- To inspire and be inspiring.

Our Commitments

- We are committed to understanding, measuring, improving and communicating our environmental performance and engaging management and staff in this process. We are committed to working with our partners, staff, suppliers and funders to ensure we consider and communicate the environmental impacts of our activities.

Energy:

- We work with the management of the Epstein Studios, where our office is based, to identify and implement actions to reduce shared energy and water use, reduce waste and increase recycling.

Minimising negative environmental impact:

- When organising outdoor events, we carefully assess and minimise risks of land contamination and ensure a good standard of clean up after the event.
- We assess the potential risk of negative impacts on local communities, such as congestion, litter or noise pollution, and implement the necessary measures to minimise these.

Minimising Waste

- We seek to use recycled materials and reuse event materials as much as possible, eg avoiding the use of disposable plastic bottled water for artists and crew during events.
- As far as possible we reuse and recycle set, staging, props, costumes and special effects equipment within our own productions.
- We minimise the use of printed marketing collateral eg flyers, posters and programmes to reduce footprint and use digital marketing strategies as an alternative.

Travel & Transport:

- Reducing the impacts of business travel and staff commuting: avoiding travel where possible by using skype.
- Encouraging the use of zero or low-carbon travel modes eg. walking, cycling, journey sharing, travelling by public transport and avoiding flying for journeys in UK.
- Make public transport information for our productions available on our website and tell audiences how they can help green our show by travelling by public transport and other low-carbon modes.

Responsible sourcing:

- Integrating environmental and ethical considerations when choosing supplies and services for our business operations, especially stationery, equipment, furniture, cleaning, website.
- Where possible we use local suppliers, services and artists

Economic:

- We are committed to offering fair pay and conditions for all our staff, both permanent and temporary.
- Ensuring best value for money for all our clients, and bring events in on budget. We are open and fair in the contracts and terms we issue to clients and suppliers.

Inclusivity & Accessibility:

- Ensuring our events are as inclusive and accessible as possible by including sign language interpreters and disabled viewing platforms in our planning.
- We monitor the ethnic, age and gender mix of our guests, and consider ways to improve diversity.

- We participate in projects which promote and facilitate the inclusion and talent development of those with disabilities.

Engaging with local communities:

- We provide events specifically for the local community, charities and public sector organisations, and take account of all cultures.
- We aim to provide a legacy when working in communities and actively encourage community engagement.
- We support students of with local circus, costume design and event management courses by offering mentoring, work experience and opportunities to develop their skills and contacts within the industry.

Wellbeing

- As a values-driven organisation, Cirque Bijou is committed to ensuring staff wellbeing, notably by providing a safe, open and co-operative working environment and professional development, skill sharing, mentoring and training opportunities.
- Wherever possible, we gather feedback from guests at events, and use their feedback to improve practice.

Future Actions

- Develop an environmental policy for each large-scale production, detailing the environmental commitments the production will make.
- Emphasise sustainability as a production priority by ensuring that it remains an agenda item on all production meetings.
- Speak to existing suppliers about their environmental credentials and energy efficient products.
- Explore creative sustainable solutions during the design phase of our sets, costumes and props.
- Identify local suppliers of reclaimed, recycled and second-hand materials for scenic construction and prop-making.
- Prioritise alternatives to making costumes from scratch. Utilise pre-existing stock of theatrical costumes available in storehouses, hire shops, charity shops.
- Analyse the success of the productions sustainability initiatives. Look at ways we can roll out and/or continue to explore new approaches in practice on future productions.

**This policy is reviewed on an annual basis and updated as
and when necessary.**

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