

Environmental Sustainability Action Plan 2026–27

Purpose

This action plan turns our Environmental Sustainability Policy into practical and measurable activity.

2026–27 is AndAlso’s baseline year. Our focus is on understanding our most significant environmental impacts, introducing manageable processes and identifying priorities for future improvement.

We are not setting a carbon-reduction percentage before we have reliable baseline information.

Area	Action	Measure of progress	Responsibility	Target date
Governance	Formally approve and publish the Environmental Sustainability Policy.	Policy published and linked from the main Policies page.	Directors and General Manager	Within one month of approval
Governance	Add environmental responsibility to an appropriate directors’ or management meeting at least twice per year.	Environmental progress recorded in meeting notes twice annually.	Directors	Ongoing
Governance	Review this action plan annually and publish or record an updated version.	Annual review completed and new actions agreed.	Directors and General Manager	July 2027
Travel	Begin recording significant business travel paid for or commissioned by AndAlso.	Travel log created and maintained.	General Manager	From policy adoption

Travel	Record the purpose, origin, destination and main mode of transport for national and international business journeys.	Information available for an initial annual travel review.	Traveller and General Manager	Ongoing
Travel	Continue using teachers and performers local to the delivery area where practical.	Local delivery considered when contracting teachers and performers.	Programme leads	Ongoing
Travel	Encourage public transport and lift-sharing in teacher, performer and staff communications.	Standard travel wording added to relevant briefing documents.	General Manager	December 2026
Travel	Consider combining teaching, performance, partnership and development activity when international travel is required.	Combined activity considered and recorded for each AndAlso-funded international trip.	Directors and programme leads	Ongoing
Travel	Review international travel undertaken during the year and identify opportunities to reduce or consolidate future journeys.	Annual travel review completed.	Directors and General Manager	July 2027
Participant travel	Add or maintain public transport information on key venue and event pages where practical.	Information available for regularly used venues.	Website and operations team	March 2027
Venues	Create a short sustainability checklist for assessing new regular venues and major event partners.	Checklist created and used in relevant venue decisions.	General Manager	January 2027

Venues	Ask principal regular venues whether they have an environmental policy and recycling arrangements.	Responses recorded for principal venues.	General Manager	April 2027
Venues	Use the information gathered to identify one realistic improvement or venue conversation.	At least one improvement requested or agreed.	General Manager	July 2027
Retreats	Ask Roffey Park for information about its environmental and catering practices.	Information received and recorded, or request documented.	Retreat lead	Before the next retreat contract or review
Retreats	Discuss plant-based options, food waste, reusable serveware and recycling with retreat venues.	Sustainability included in the retreat venue conversation.	Retreat lead	For each new retreat booking
Printing	Record significant print orders and approximate quantities.	Basic annual record of printed materials.	Marketing and operations team	From policy adoption
Printing	Keep print runs proportionate and review leftover materials after major campaigns or events.	Leftover stock checked and future quantities adjusted where appropriate.	Marketing lead	Ongoing
Printing	Use recycled or responsibly sourced paper where reasonably practical.	Specification requested for new print orders.	Marketing lead	Ongoing
Merchandise	Review existing merchandise stock before placing new orders.	Stock check completed before every new order.	Merchandise lead	Ongoing

Merchandise	Consider materials, production, packaging and supplier location when commissioning new merchandise.	Sustainability questions included in the supplier decision.	Merchandise lead	Before each new order
Waste	Include a short reminder about reusable bottles and responsible waste disposal in relevant staff, teacher or event briefings.	Wording added to at least one standard briefing template.	General Manager	February 2027
Waste	Check recycling arrangements when planning major AndAlso-managed events.	Recycling considered in each major event checklist.	Event lead	Ongoing
Digital	Review shared storage and remove unnecessary duplicate or obsolete files.	At least one shared-storage review completed.	General Manager and relevant staff	June 2027
Digital	Share links instead of large email attachments where practical.	Added to internal working guidance.	General Manager	December 2026
Equipment	Retain, repair, reuse or responsibly recycle electronic equipment where practical.	Disposal route recorded whenever equipment is replaced.	Directors and General Manager	Ongoing
Team awareness	Share the policy and action plan with staff and regular teachers.	Policy sent to the relevant team and included in future onboarding information.	General Manager	Within two months of adoption
Learning	Identify at least one suitable free environmental resource, briefing or training opportunity for the team.	Resource shared or session attended.	General Manager	May 2027

Reporting	Produce a short first-year summary covering actions completed, information gathered and priorities for 2027–28.	Summary completed and approved by directors.	General Manager and Directors	July 2027
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