



Face Front Inclusive Theatre

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Environmental Policy

Mission statement

Face Front Inclusive Theatre (FFIT/ Face Front) recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. To implement our policy we have developed an action plan which outlines steps and areas of responsibility. We will encourage customers, suppliers and other stakeholders to do the same.

Environmental Impact

We have a small studio which has recently been developed to include a 'green screen' area which allows us to film productions and to hire out the space.

We run workshops within the space for groups three times per week. Within the studio we have our offices. We own a minibus which is used to transport equipment and sets when we are on tour. It is also used to pick up and drop off participants for group workshops during the week.

We have two full-time members of staff and a variable number of freelancers who include actors, admin staff and technicians. We have a cleaner who comes in once a week. We also have regular volunteers.

We are wholly responsible for the activities within our studio. We rent the studio space from landlords and have little influence over the current redevelopment of the building and of the outside areas surrounding our building. To carry out any works in our space we need permission from our landlords.

We have some influence over any partners who use our studio but limited impact on the productions they produce.

We have limited influence on our suppliers, audiences and participants; however we take all opportunities to ensure they are aware of our policy and take steps to ensure we execute our policy when working with them. We are wholly committed to reducing our environmental impact, taking a realistic approach within our limitations.

Inclusion Through Theatre

Patrons: Mat Fraser | Josette Bushell-Mingo OBE | Rachel Denning | Doris Jaggge
Aditya Chakraborty | Onjali Rauf MBE | Joseph Adalakun | Jamie Beddard

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Registered in England and Wales No.05154096. Registered Charity No.1116506.

Policy aims

Energy and water

- We will seek to reduce the amount of energy used as much as possible using sustainable energy sources and conserve energy when it's not needed.
- Switch off lights and electrical equipment when not in use.
- We have replaced all lights in the studio with LED technology
- Heating will be adjusted with energy consumption in mind.
- The energy consumption and efficiency of new products will be considered when purchasing.

Paper

- We will minimise the use of paper in the office and make recycling an integral part of working practice. This includes paper, cardboard, glass, plastic and ink cartridges as well as other applicable materials.
- We will reduce packaging as much as possible when sending out resources.
- We will seek to buy recycled and recyclable paper products where possible.
- We will reuse and recycle all paper where possible.
- Paper waste will be disposed of through responsible and secure methods.
- We will encourage everyone who used our office to think before printing documents and use to use double sided printing or print on scrap.

Office supplies

- We will evaluate if the need can be met in another way.
- We will evaluate if renting/sharing is an option before purchasing equipment.
- We will evaluate the environmental impact of any new products we intend to purchase.
- We will favour more environmentally friendly and efficient products wherever possible.
- We will reuse and recycle everything we are able to.

Transport

- We will reduce the need to travel by co-ordinating travel schedules and encourage car sharing where possible.
- We will promote the use of travel alternatives such as e-mail or video/phone conferencing.
- We will make additional efforts to accommodate the needs of those using public transport or bicycles.
- Having purchased a new 'greener' minibus, we will maintain it to ensure ongoing efficiency.

Maintenance and cleaning

- Cleaning materials used will be as environmentally friendly as possible.
- Materials used in office refurbishment will be as environmentally friendly as possible.
- We will only use licensed and appropriate organisations to dispose of any hazardous waste.

Monitoring and improvement

- We will comply with local and national relevant regulatory requirements.
- We will continually improve and monitor environmental performance through review in team and board meetings.
- We will continually improve and reduce environmental impacts.
- We will incorporate environmental factors into business decisions.

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- We will increase employee awareness through training and share information through staff meetings, network and board meetings.
- We operate a 'green team' made up of core staff, freelancers and board members who will meet to review progress.

Culture

- We will involve staff in the implementation of this policy, for greater commitment and improved performance.
- We will review this policy at least annually in consultation with staff and other stakeholders where necessary.
- We will provide staff with relevant environmental training.
- We will work with suppliers, contractors and sub-contractors to improve their environmental performance.
- We will use local labour and materials where available to reduce CO2 from travel and help the community.

Responsibility

The CEO is responsible for ensuring that the environmental policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Related Policies and procedures

This policy should be read alongside our related organisational policies:

- Minibus Policy
- Grievance, Disciplinary, Bullying and Harassment Policy
- Whistleblowing Policy

LAST REVIEWED

December 2025

REVIEW

June 2026

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