**Freelancer Template: communicate your policies and ways of working**

This template is designed to help you identify some crucial areas of action which you can address as both an individual artist and with your partners. It can be used as a place to start, but we recommend you tailor it to make it specific to your own priorities and artistic practices.

**Your Mission and Values: Set out your principles and expectations**

1. **Write a mission statement**

Describe your commitments in a broad sense; e.g. to minimising your environmental impacts; to furthering social and climate justice; to regenerating nature; to inclusivity

* What issues matter to you?
* What is the connection between these issues and your work?
* What can you directly control?
* What do you need others' help to influence?
* What are your asks of your partners and collaborators to help you meet your goals.

1. **Set your ambitions and goals - what can you portray, translate, visualise or co-create for others to engage with?**

* Look to local, national and international frameworks to draw inspiration and understand how your work will contribute to a just and sustainable transition.
* Consider how your work can support a fair and sustainable future. Could it help reduce carbon emissions or support communities in adapting to climate change? Might it model new ways of working that sustain both people and the planet? Or could it address the root causes of injustice for all living beings? Look to global goals like the **SDGs** [(Sustainable Development Goals](https://sdgs.un.org/goals)). These are a set of 17 global goals established by the United Nations to address urgent social, economic and environmental challenges by 2030. They cover areas such as climate action, poverty reduction, gender equality, clean energy and sustainable cities.
* Identify your main areas of impact e.g. travel, waste, energy, and formulate a headline statement about how you work
* Edit the template below to make it specific to your own practice, projects and partnerships

| **Impact area** | **How I work** | **How you can help me** |
| --- | --- | --- |
| **Touring and Travel**  Avoid and reduce emissions associated with travelling. | * I avoid unnecessary travel and travel by train or public transport whenever possible. * I encourage online meetings in place of travel wherever possible. | * Avoid flying whenever possible. * Opt for train and public transport over car journeys wherever possible. * Consider the costs of train travel and include realistic levels of funding within project budgets for all those involved in the project. Additional costs should be part of the project budget and not deducted from the artist's fee. * Promote public transport to audiences via your comms channels. |
| **Ethical Finance**  Understanding and transparency of financial impacts; including pension, banking and sponsorships. | * I ensure my banking and pension companies don't invest in armed conflict or fossil fuels. | * Reconsider accepting sponsorship or funding from fossil fuel companies or other misaligned organisations to fund our partnership projects. |
| **Materials**  Reduce consumption and environmental and social impacts of resource use. | * I use a circular / life cycle assessment approach to using the Earth’s resources. This means I consider where things come from, how they are produced, their social and environmental impacts and how I can reuse them before considering recycling or disposal. | * Help me find and join me in using suppliers and products that meet my circular goals * Provide recycling facilities and work with your waste contractor to optimise waste management. * Don’t use resources unnecessarily and ensure procurement policies are aligned with environmental policies. Ensure decisions are conscious and well-informed e.g. understanding plastic use impacts in catering. |
| **Nature**  Find opportunities to regenerate nature and avoid detrimental impacts on biodiversity. | * I consider how I can engage and connect audiences to nature through my work. * I proactively avoid harming nature e.g. by avoiding the use of toxic substances and look for opportunities to regenerate nature e.g. through community projects. * I ensure nature and biodiversity impacts have been considered when organising outdoor events. | * Are there opportunities to support local wildlife and nature projects through our partnership and activities? * Please ensure impacts on nature have been fully considered and mitigated against in the event planning process e.g. lighting, audience impacts, pollution risks. |
| **Energy**  Reduce energy use, maximise energy efficiency and use renewable energy where possible. | * I minimise my digital impacts and am working to minimise the energy use to make my art. * My energy supplier uses energy from renewable sources. * I have taken steps to maximise the energy efficiency of my workplace, with insulation and energy management measures. | * Assess feasibility of running buildings, shows and events with on-site renewable energy. For outdoor events provide access to the mains over generators if possible. * Conduct an energy audit and put an energy management plan in place. * Research your energy supplier and understand where your energy is sourced from, choosing the most sustainable supplier available. * Complete a digital sustainability audit and reduce digital impacts. |
| **Accommodation and catering**  Minimising the impact of what we eat and where we sleep | * I am open to homestays instead of hotels, as they have a lower impact. * I will bring my own reusable water bottle and cups. | * If you are booking accommodation on my behalf, please choose somewhere within walking distance or that is accessible via public transport to the venue. * Please provide drinkable tap water or filtered mains water backstage. * Please ensure any food provided is 100% vegetarian or vegan and locally sourced where possible. * Please provide reusable plates, cutlery etc, I am happy to wash up! |

**Additional resources to explore:**

* Read Lorna Rees from Gobbledegook theatre’s [blog](https://withoutwalls.uk.com/lorna-rees-on-green-riders-for-outdoor-artists/) on artist’s green riders in the outdoor arts sector.
* Julies’ Bicycle- [blog and tips for implementing green riders](https://juliesbicycle.com/news-opinion/green-riders-how-can-we-make-touring-greener/)