

Climate Emergency Policy & Action Plan 2023-28

Deveron Projects

Last updated: April 2024

1. Purpose

The purpose of this policy is to define Deveron Projects' environmental objectives and confirm these as central to the organisation's work. The current climate emergency makes it essential that we take immediate action. The concepts and frameworks underpinning our approach are outlined below. These are followed by our seven environmental commitments, which are set out alongside an overview of the actions taken to date and our next steps. This policy also includes our Climate Emergency Action Plan (CEAP), setting out a detailed list of measurable actions, including target dates and listing the personnel responsible.

2. Background

Deveron Projects has a strong track record of almost thirty years' environmentally sustainable practice. The organisation has consistently delivered ambitious projects that engage local communities with complex international challenges related to climate breakdown, going on to embed learning from these projects in our creative practice and operations. We are recognised as a sector leader, often breaking new ground where others follow.¹ Local, regional and national plans to tackle climate breakdown are increasingly in step with our own priorities - a drastic reduction in carbon emissions, a regenerative approach to agriculture and ensuring a Just Transition. This policy and our future plans align with Huntly's Room To Thrive town strategy, Huntly Community Council's Town Resilience Strategy, Climate Ready Aberdeenshire's ambitions and the Scottish government's Net Zero Nation targets.

Our response to the climate emergency is shaped by our renewed vision, ambition and values. We believe in the power of art both to build community and to lead new ways out of crisis. Humanity cannot thrive without forging new relationships between communities, across our differences and borders. Our values of Community, Collaboration, Rigour and Solidarity are essential for building a sustainable future and ensuring our survival. Our Programme in 2025-28, embodies a proactive response to the climate emergency on all levels, from local community connection to global reparations, supporting the delivery of Aims 1 & 2 in our Business Plan.

3. Net Zero

Deveron Projects is committed to reducing its carbon emissions and achieving Scotland's 'net zero' target by 2045. Realistic but ambitious actions to realise these goals are detailed in our Climate Emergency Action Plan. We do, however, appreciate the challenges and

¹ Recent highlights include presenting project outcomes at Creative Carbon Scotland's SPRINGBOARD, contributing to Creative De-Growth and New Leaves networks, and international collaborations to develop new research: Our Commons: Food Resources (Indonesia) and The Gathering Table (Mexico)

complexity of the national target, which currently relies heavily on carbon removal strategies (because of continued investment in carbon technologies). As such, despite our infrastructure including 2.5 acres of woodland and 2 community gardens estimated to sequester 5,400kgCO₂ annually, our Climate Emergency Action Plan is focused on managing the reduction (not offsetting) of carbon emissions.

4. Climate Justice

Deveron Projects is committed to embedding Climate Justice principles across the organisation (see 4. Justice below). This approach aligns with our Aim to 'Deepen equitable and experimental practices... whilst furthering sustainability.' Our programme will continue to explore regenerative approaches to building communities by centering those most impacted by climate breakdown, including land workers, rural populations and communities in the Global South. International work is integral to supporting mutual exchange within our programme, developing research, resistance and hope for the future. Our international collaborations aim to build global communities to tackle this global crisis, while seeking always to reduce the environmental impact of this work.

5. Carbon budget

A key tool in reducing Deveron Projects' carbon emissions is our carbon budget due to be piloted in 2024-2025. A carbon budget will enable us to forecast carbon emissions from future travel and operations, then devise strategies to reduce their impact on a course towards 'net zero'. For example, we might arrange for all collaborators travelling from Europe to reach Huntly by train, in order to enable another collaborator to travel by plane from further afield. The train journey 'saves' enough carbon for us to 'spend' more of our budget on carbon-costly air travel. This tool is used in combination with other methods outlined below, including carbon sharing partnerships, a Slow Travel Map and enhanced travel budgets, and will be developed utilising learning from Creative Carbon Scotland's Carbon budgeting learning set.

6. Commitments

Our seven environmental commitments are:

6.1-Monitor

Improve carbon data collection and monitoring to enable informed reduction of emissions in line with our net zero trajectory.

Work so far:

- Annual audit of organisation's direct carbon emissions, including accurate and estimated data
- Remote energy audit for Square Deal carried out by Business Energy Scotland
- On site energy audit for Square Deal carried out by mwclubb Architectural Design
- Quotes received for solar pv installation at Square Deal

- Retrofit plan for Square Deal drawn up by mwclubb Architectural Design and initial project management meeting held with Jill Andrews (Square Deal renovation architect 2019-2021)
- Notice given and moved out from longterm rented accommodation (51 Old Road)
- Monthly log of carbon emissions from all travel for Deveron Projects by staff/artists
- Carbon monitoring training with Creative Carbon Scotland
- Carbon budgeting learning set with Creative Carbon Scotland
- Introduce office bins for glass, soft plastics, cooked food

Next steps:

- Carry out quarterly carbon audit of travel, including artists, staff and board members (continuing)
- Review processes to improve carbon data collection, increasing accuracy of data collected across buildings, travel, digital (continuing)
- Carry out annual carbon audit of buildings, including power and waste (continuing)
- Include carbon monitoring data in quarterly Board reports
- Carry out a full review of carbon emissions as part of annual carbon reporting and planning (continuing)
- Develop and pilot carbon budget on trajectory to net zero by 2045
- Improve energy efficiency and install renewables at Square Deal

6.2-Escalate

Escalate priority of environmental objectives across organisation, ensuring team is equipped with skills and experience to achieve objectives.

Work so far:

- Climate Emergency Action Plan (CEAP)
- Green Arts Charter signatory
- SPRINGBOARD Assembly for creative climate action 2023
- Caretakers' Garden project since 2023 (continuing)

Next steps:

- Recruit new Trustee with knowledge and experience of climate justice and/or action movements
- Include responsibility for contributing to CEAP in job descriptions and appraisals
- Review official policies/action plans in light of climate emergency
- Introduce quarterly climate emergency strategy sessions with whole team to review progress and strategise
- Attend conferences, events and training related to climate emergency. Share learning and experience with sector and public (continuing)
- Introduce annual Climate Emergency Report delivered and discussed at Board level

6.3-Strategise

Develop strategy and explore tension between internationalism, rurality and environmental impact of travel.

Work so far:

- Community minibuss and car share provision for events outwith Huntly
- Positive outcomes of artist international research trip maximised by Director joining for consultancy project (Kawther Luay, The Gathering Table, Mexico 2023)

- Electric car hire for national research trip (Alchemy, 2022)
- Train travel prioritised for all national travel

Next steps:

- Programme international residency commission for UK based BPOC artist with international partners, researching frameworks and creative means towards land sovereignty in each location (Land Sovereignty Research Residency)
- Programme research residency with university partner, developing reparative approaches to payment/programming to support partners/artists most impacted by climate emergency in global south (Reparations Residency)
- Programme long-term Land Residency to create ambitious artwork intervening in Climate Emergency in relation to land use, energy production and colonial histories.
- LAND programming group founded, bringing together local experts and enthusiasts who are most affected by climate breakdown
- Integrate local transport partnerships with programme planning, eg. community minibus hire and car-sharing (continuing)
- Develop and implement Slow Travel Map to define areas for land and sea travel for artists and staff
- Develop UK based partnerships towards future collaborations with international artists, sharing burden of carbon emissions from travel

6.4-Justice

Embed environmental justice principles across organisation (programme, operations, buildings).

Work so far:

- Energy supplies switched to Octopus (initially), followed by Ecotricity (100% renewable sources)
- Reduced reliance on online retailers with poor ethical track record, including Amazon
- Ethical implications of funders discussed by staff
- Mutual Affinities network for artists with experience of migration/displacement
- Community hub provision for Huntly Youth Climate Movement, Huntly Climate Action, SEDA Land
- Creative collaborations with Gaia Foundation, Sakiya, Collectivo Amasijo
- Local seasonal plant-based ingredients prioritised for public events/meals, surplus stored/redistributed
- Access group advise on access to Brander/Square Deal gardens

Next steps:

- Review ethical status of suppliers (eg. energy, digital, materials), research alternative suppliers and switch if appropriate (continuing)
- Review financial complicity of organisation, maximising investment with ethical providers (eg. bank/pension)
- Develop and implement ethical fundraising policy
- Enhance travel budgets for land/sea long distance travel
- Offer Independent Residencies at reduced cost for artists travelling by public transport
- Pilot travel day fees for artists/collaborators reducing travel carbon emissions
- Pilot travel day fees for artists/collaborators reducing travel carbon emissions
- Support climate groups/networks to deliver consistent activity in Square Deal community hub (continuing)

- Build on cross-sector partnerships for shared learning, collaboration, mutual support
- Prioritise local, seasonal, plant-based ingredients for public meals including Friday Lunch/Food Chain, store/redistribute surplus

6.5-Adapt/Survive

Develop capabilities and plan for climate adaptation/survival

Work so far:

- Adaptation learning set with Creative Carbon Scotland
- Absence & Sickness policy updated to reflect precarity of living rurally, including exposure to extreme weather/infrastructure disruption
- Reserves Policy updated to reflect increased financial risk of the climate emergency

Next steps:

- Pilot Adapting Our Culture toolkit
- Consider staff's rural location/living circumstances in climate adaptation planning
- Develop partnerships to support local climate adaptation and resilience planning/action/events, including lobbying for improved public transport infrastructure
- Review and update reserves policy to reflect risk from climate emergency impacts (continuing)
- LAND programme garden workshops and gardener-in-residence supports resilience of green spaces against drought/flood
- Review and update building care plans in line with climate adaptation/risk assessment
- Maintain contingencies in project budgets to mitigate climate related *force majeure* / transport problems
- Develop procedures for cancellation of accommodation/travel

6.6-Communicate

Develop communications for climate emergency actions to support communities' action and response

Work so far:

- Caretakers' Garden skills workshops
- Paradise Now! A Climate Justice Handbook for Young People
- Huntly Youth Climate Warriors' Manifesto
- Creative Degrowth Network Scotland
- Regular climate-focused events (Friday Lunch, Farmers' Market, Climate Ceilidh)

Next steps:

- Publicly share Climate Emergency thinking/learning/training/actions (continuing)
- Develop existing partnerships with our perspective on the Climate Emergency, through environmental mutual learning/support
- Promote residency/research outcomes locally/nationally/internationally
- Share progress through Green Arts Charter actions, connect with Green Arts Initiative community

6.7 -Mobilise

Expand and mobilise existing actions from previous Environment Policy (2018)

Work so far:

- Sustainable materials/practices embedded in daily routines, handbooks, inductions
- Audit of Community Crockery
- Gardener role extended as Gardener-in-Residence, partnership deepened through residency (Caretakers' Garden)
- Annual composting workshops

Next steps:

- Include sustainable day to day choices in handbooks/inductions for staff and community hub users (continuing)
- Make Community Crockery available for local community events
- Extend Gardener-in-Residence tenure, overseeing cultivation/maintenance of gardens/green spaces, food production and biodiversity
- Develop actions into practice and activism through programme, in line with Aims eg. Garden/Land workshops
- Apply skills/knowledge to benefit other networks locally (Huntly Business Association, Town Team), nationally (SCAN), international partnerships

7 Monitoring & Review

Co-Director (Operations) has overall responsibility for monitoring and recording progress against the Climate Emergency Action Plan below, including annual reporting to the Board of Trustees. Progress against the plan is recorded in [the live document here](#). The plan will be reviewed by all staff quarterly, to review progress.

8. Climate Emergency Action Plan

Climate Emergency Action Plan (CEAP) 2024-2028					Team key	
					All staff	CDO, CDC, PC
					Board	Board of Trustees
					CDC	Co-Director (Creative)
					CDO	Co-Director (Operations)
					PC	Programme Coordinator
Commitments		Action		Target date	Responsible	Measures of success
1	Monitor - Improve carbon data collection and monitoring to enable informed reduction of emissions in line with our net zero trajectory.	1.1	Review processes to improve carbon data collection, increasing accuracy of data collected across buildings, travel, digital	Ongoing	CDO	Estimated figures in data (24.59 tonnes CO2 in 2022-23) replaced with accurate figures
		1.2	Carry out quarterly carbon audit of travel, including artists, staff and board members	Ongoing	CDO	Audits occur, methods of reducing emissions identified .
		1.3	Carry out annual carbon audit of buildings, including power and waste	Ongoing	CDO	Audits occur, methods of reducing emissions identified .
		1.4	Include carbon monitoring data in quarterly Board reports	Ongoing	CDO	Carbon monitoring Board reports delivered
		1.5	Carry out a full review of carbon emissions as part of annual carbon reporting and planning	Ongoing	CDO	Comprehensive report and plan sent to Creative Carbon Scotland, set ambitious target to further reduce annual emissions by 15%.
		1.6.	Develop and pilot carbon budget on trajectory to zero by 2045	Jan 2025	CDO	Carbon budget used to log travel emissions against other savings Emissions reduced.
		1.7	Explore options to improve energy efficiency and install renewables at Square Deal, including building assessments and fundraising	Oct 2024	CDO	Square Deal has potential to generate its own energy, building retains more heat (greater comfort for users, lower energy bills). Emissions reduced by 1.3 tonnes Co2 annually.
2	Escalate - priority of environmental objectives across organisation, ensuring team is equipped with skills and experience to achieve objectives.	2.1	Recruit new Trustee with knowledge and experience of climate justice and/or action movements	Jan 2025	Board	Trustee appointed
		2.2	Include responsibility for contributing to CEAP in job descriptions and appraisals	2024	CDO	Appraisals carried out against updated job descriptions
		2.2	Review official policies/action plans in light of climate emergency	Jan 2025	Board	Policies/plans updated in line with CEAP

		2.3	Introduce quarterly climate emergency strategy sessions with all staff to review progress and strategise	Jan 2025	CDO	Meetings occur, CEAP updated
		2.4	Attend conferences, events and training related to climate emergency (remotely). Share learning and experience with sector and public	Ongoing	All staff	1/yr+ conference, event, training, sharing
		2.5	Introduce annual Climate Emergency Report delivered and discussed at Board level.	Jan 2025	CDO	Report discussed by Board
3	Strategise - Develop strategy and explore tension between internationalism, rurality and environmental impact of travel.	3.1	Programme international residency commission for UK based BPOC artist with international partners, researching frameworks and creative means towards land sovereignty in each location (Land Sovereignty Research Residency)	2025 - 2028	CDC	Commission complete, local/international communities engaged, outcomes from Reparations Residency tested, creative intervention developed for land sovereignty around Huntly
		3.2	Programme research residency with university partner, developing reparative approaches to payment/programming to support partners/artists most impacted by climate emergency in global south (Reparations Residency)	2026 - 2028	CDC	Commission complete, outcomes explored in Land Sovereignty Research Residency, pilot reparative payment structure
		3.3	Programme long-term Land Residency to create ambitious artwork intervening in Climate Emergency, in relation to land use, energy production and colonial histories.	2025 - 28	CDC	Commission complete, outcomes promoted, understandings of interconnected nature of climate breakdown and wider global systems deepened within locale.
		3.4	LAND programming group founded, bringing together local experts and enthusiasts who are most affected by climate breakdown - i.e. ex oil workers, farmers, conservationists + from identities perspective	2025-28	CDC	Group formed, regular programme of events delivered engaging local communities of place, interest and identity as per Communities of Focus
		3.5	Integrate local transport partnerships with programme planning (eg. community minibus hire and car-sharing)	Ongoing	CDO	Reduced mileage/carbon emissions for events. Emissions reduced.
		3.6	Develop and implement Slow Travel Map to define areas for land and sea travel for artists and staff.	Jan 2025	CDO	Slow Travel Map used to inform travel choices, air travel deprioritised in favour of public transport/land/sea travel Emissions reduced by 10% (0.73 tonnes CO2 from 7.29 tonnes in 2022-23).
		3.7	Develop UK based partnerships towards future collaborations with international artists, sharing burden of carbon emissions from travel.	Ongoing	CDC	Reduced carbon emissions of international artists. Emissions reduced.

4	Justice - Embed environmental justice principles across organisation (programme, operations, buildings)	4.1	Review ethical status of suppliers (eg. energy, digital, materials), research alternative suppliers and switch if appropriate	Jan 2025 / annual	CDO	Increased proportion of local suppliers and those endorsed by Ethical Consumer/Energy Saving Trust. Emissions reduced.
		4.2	Review financial complicity of organisation, maximising investment with ethical providers (eg. bank/pension)	Jan 2026 / annual	CDO	Review included in Climate Emergency Report to Board, DP uses most ethical providers available. Emissions reduced.
		4.3	Develop and implement ethical fundraising policy	Jan 2026 / annual	CDC	Policy in use
		4.4	Enhance travel budgets for land/sea long distance travel	April 2024	CDO	Reduce air travel. Emissions reduced by 20% (1.21 tonnes CO2 from 6.06 tonnes CO2 in 2022-23). Increase land/sea travel as alternative.
		4.5	Offer Independent Residencies at reduced cost for artists travelling by public transport	April 2025	CDO	Reduced mileage/carbon emissions for Independent Residencies, artist access requirements ensured. Emissions reduced.
		4.6	Pilot travel day fees for artists/collaborators reducing travel carbon emissions, recognising increased travel time from slow travel	April 2026	CDC	Reduced mileage/carbon emissions for visiting artists/collaborators, artist access requirements ensured. Emissions reduced.
		4.7	Build on work with Mutual Affinities network to develop means of supporting artists who have experienced displacement. Support building of migrant/ displaced people communities through local partnerships, including Huntly Language and Diversity Group.	April 2026	CDC	Increased representation of migrants/displaced people in DP programme
		4.8	Support climate groups/networks with subsidised venue hire to deliver consistent activity in Square Deal community hub	Ongoing	CDC	Climate groups/networks hire space at subsidised rates in each quarter
		4.9	Build on cross-sector partnerships for shared learning, collaboration, mutual support (eg. Gaia Foundation, Dar Jacir, Sakiya, Collectivo Amasijo)	Ongoing	CDC	Partnerships are sustained, deepened, increased
		4.10	Prioritise local, seasonal, plant-based ingredients for public meals including Friday Lunch/Food Chain, store/redistribute surplus	Ongoing	All staff, PC	Local, seasonal, plant-based option included in each meal, zero food waste. Emissions reduced.
5	Adapt / survive - Develop capabilities and plan for climate adaptation/survival	5.1	Pilot Adapting Our Culture toolkit	June 2024	All staff	Complete DP climate risk assessment and adaptation action plan, better understanding of regional climate context, feedback on pilot to Creative

					Carbon Scotland, implement identified actions by updating this CEAP.	
	5.2	Consider team's rural location/living circumstances in climate adaptation planning. Support this through mutual learning and exchange across rural national and international networks and partners.	April 2024	CDO	Absence & Sickness Policy updated to consider extreme weather events, disruption to transport/communications infrastructures.	
	5.3	Support existing partnerships/networks (eg. Town Team, Community Council, Huntly Business Association) to develop local climate adaptation and resilience planning/action/events, including lobbying for improved public transport infrastructure	Ongoing	All staff, PC	Regular participation in relevant local networks and events	
	5.4.	Review and update reserves policy to reflect risk from climate emergency impacts	2024	CDO & Board	Policy reviewed, updated annually.	
	5.5.	LAND programme garden workshops and gardener-in-residence supports resilience of green spaces against drought/flood.	2025-28	CDC	Local communities participating in workshops better versed in adaptation-responsive gardening methods. Young people participating in workshops learning gardening for the future.	
	5.5.	Review and update building care plans in line with climate adaptation / risk assessment	2025	CDO	Care plans updated as result of risk assessment.	
	5.6.	Maintain contingencies in project budgets to mitigate climate related force majeure and travel issues	2025-2028	CDO	Project budget protected from climate related financial risks	
	5.7.	Develop procedure for cancellation of accom/travel	2026	CDO	Reduced financial risk from. climate-related cancellations	
	5.8.	Programme well in advance, allow for minimum lead-in times	2025-28	CDC	Greater flexibility on dates and travel, longer planning timelines. See EDI Action Plan	
	5.9.	Support development of de-growth approaches and methods through Creative De-growth network	ongoing	CDC	Learning from areas of focus, including slow travel, local-national events and offers/needs added to CEAP and implemented. Emissions reduced.	
6	Communicate - Develop communications for climate emergency actions to support communities' action and response	6.1	Share DP thinking/learning/training/ actions related to Climate Emergency publicly	Ongoing	All staff	Updated Environmental Policy available on DP website, conferences/training written up online (eg. blog post)
		6.2	Develop existing partnerships through the lens of the Climate Emergency (e.g. HDT) Seek environmental mutual learning/support.	Ongoing	All staff	All partnerships understood/appraised in context of climate emergency

		6.3	Promote residency/research outcomes locally/nationally/internationally (eg. Reparations Residency, Land Sovereignty Research Residency)	Ongoing	All staff	Press coverage, website/social media impact
		6.4	Share progress through Green Arts Charter actions, connect with Green Arts Initiative community	Ongoing	CDO	Regular public progress updates and participation in GAI events
7	Mobilise - Expand and mobilise existing actions from previous Environment Policy (2018)	7.1	Include day to day choices in handbooks/inductions for staff and community hub users: sustainable cleaning products/printer inks, recycled packaging/paper, double-sided printing, waste recycling, biodegradable teabags, composting, switching off unused lights/heaters, energy-saving bulbs, frost protect heating, car-sharing membership, staff bicycles	Ongoing	All staff	Actions embedded as routine. Emissions reduced.
		7.2	Make Community Crockery available for local community events	May 2024	All staff	Reduced use of disposable crockery locally. Emissions reduced.
		7.3	Extend Gardener-in-Residence tenure, overseeing cultivation/maintenance of gardens/green spaces, food production and biodiversity	April 2024	CDC	Gardener-in-Residence established as regular member of staff into future programme (2024-2028)
		7.4	Develop actions into practice and activism through programme, in line with Aims e.g. Garden/Land workshops	Ongoing	CDC	Sustained public engagement with workshops, transfers participants to other programme strands/activity
		7.5	Minimum international residency duration 3 mo.	ongoing	CDC	Funding supports sustained duration for international residencies
		7.6	Apply skills/knowledge to benefit other networks locally (Huntly Business Association, Town Team), nationally (SCAN), international partnerships	Ongoing	CDO, CDC	Regular invitations to join networks/conversations to share expertise
		7.7	All project outcomes developed and delivered with consideration of sustainability.	Ongoing	CDC, CDO	Recycled materials used, new materials reused/recycled afterwards, limited print runs, audiences supported to use sustainable travel options