

Creative Scotland

Climate Emergency and Sustainability Plan



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Our ambition

Transformational action on climate change requires cultural change throughout society.

Creative Scotland recognises the powerful role of culture and creativity as agents for change and for influencing society.

We also recognise the influence of climate change on equalities, diversity and inclusion.

We will use our work and influence to increase public engagement with climate change by encouraging and empowering the culture and creativity sector in Scotland to become a positive force in the fair and equitable transformation of Scottish society towards a zero-carbon, climate ready nation.

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Introduction

The world is in a climate emergency. Urgent and collective action is required to keep the global temperature rise below 1.5°C and to adapt to the impacts of climate change¹.

In 2019 the Scottish Government declared a Climate Emergency and all Public Bodies are required by law to play their part in the national effort by reducing their greenhouse gas emissions and contributing to the Scottish Climate Change Adaptation Programme (SCCAP).

As a funder, a development body, and an influencing organisation, Creative Scotland's role goes further.

The cultural and creative sectors have an essential role to play in helping Scotland to prepare for the climate-changed future. As well as working on our internal plans, we will use our funding, our policies, our development role and our influence to help the culture and creative sectors reduce their own emissions and adapt to climate change.

We will work to help cultural organisations, artists and individual creative practitioners, with their wide audiences and unique insights and skills, to reach and influence parts of society that others cannot.

1 [Climate change - gov.scot \(www.gov.scot\)](https://www.gov.scot)

Developing the Climate Emergency and Sustainability Plan

Creative Scotland is committed to using our work to ensure that Scotland's culture and creative sectors make an invaluable and significant contribution to addressing the climate emergency that is affecting us all, locally, nationally and internationally.

This is a strategic priority for our organisation and, in our Annual Plan for 2021/22, we committed to undertaking:

“The production of a comprehensive plan which sets out our path to net zero, and our role in supporting the arts, screen and creative industries to achieve net zero”.

This also reflects the broader ambitions of Scottish Government both in terms of cultural strategy and in terms of broader policy:

“Utilise the potential of the arts, creativity (and heritage) to inspire and empower the culture change needed to transform to a net zero and climate ready Scotland by 2045.”

Scottish Government's Public Engagement Strategy for Climate Change, September 2021

“Place culture as a central consideration across all policy areas, including...reducing inequality and realising a greener and more innovative future.”

Scottish Government's Culture Strategy for Scotland, February 2020

The development of this Plan is an opportunity for Creative Scotland and for Scotland's culture and creative sectors to become agents for change as well as delivering change, building on the considerable carbon reporting and sustainable practice work that has been undertaken since 2011, in partnership with **Creative Carbon Scotland** and many organisations in the sectors.

In April 2021, following an open tender process, we commissioned a collaborative project team, led by Creative Carbon Scotland and including experts in carbon emissions reduction, public bodies and sustainability policy, adaptation, capacity building and cultural practice, to help lead this work.

Over subsequent months, this project team worked with members of the Creative Scotland Board, Staff, people in the culture and creative sectors and other stakeholders to develop a comprehensive, evidence-based Climate Emergency and Sustainability Plan.

The Plan encompasses both mitigation (how we reduce our emissions) and adaptation (how we adapt to the unavoidable impacts of climate change).

It sets out, not only how Creative Scotland can address these challenges, but also how we define our organisation's role in supporting the culture and creative sectors to achieve their own climate ambitions.

The work done to date

The project began in April 2021 and the resulting Climate Emergency and Sustainability Plan was approved by the Creative Scotland Board on 24 March 2022. An illustration of the timeline is provided below:

Climate Emergency and Sustainability Plan Project timeline



The project involved a series of collaborative workshops between July and October 2021 across three themes:

- Initial workshops (July): these explored the climate ambition and opportunity within Creative Scotland and what needs to happen to take the ‘step-up’ in addressing the climate emergency.
- Priority workshops (August - September): these explored possible actions and strategic opportunities around key themes (e.g. challenges specific to an area of cultural practice; operational opportunities; administrative opportunities). These workshops also involved external stakeholders, sector representatives and partners.
- Synthesis workshops (October): these shared the results of the other workshops and explored any remaining questions working towards the development of the draft Plan itself.

In addition, other strands of the project were also progressed in parallel to the workshops, including:

- Working with Creative Scotland operational staff to identify opportunities for capacity, skills and capability development relating to addressing the climate emergency.
- Contributing to research, data gathering and analysis to explore how Creative Scotland’s purpose and work will be impacted by our climate emergency.
- Aligning the developing of the final Plan with Creative Scotland’s strategic priorities, including the funding review and the organisational strategic plan.

What emerged from this extensive period of consultation and strategy development, is a comprehensive Action Plan with short, medium and long-term actions that, once implemented, will represent a significant step-up in Creative Scotland’s contribution to addressing the climate emergency as well as the contribution of Scotland’s culture and creative sectors, including the achievement of net zero by, or before, 2045.

Key actions

The detailed Action Plan, including timeline for delivery, is provided in the Appendix to this summary with some of the key actions highlighted below:

Climate Emergency and Sustainability Plan – key themes for action

- **Capacity** – ensuring we have the resources in place to deliver the Plan
- Developing **carbon ‘budgets’** for ourselves and the sectors we support and work with
- Understand our **adaptation capabilities** and action
- **Funding criteria** and guidance
- **Communicate** all of this internally and externally and **influence** over time

Recruit a Climate Change Team (3 staff): appoint/co-opt Board expertise; revise job descriptions and staff development plans, to include climate and sustainability requirements; develop training

Mitigation: develop and set carbon budgets for Creative Scotland/Screen Scotland operations; work with arts, screen and creative industries sectors to set carbon targets for Net Zero

Audit: Review all Creative Scotland and Screen Scotland strategies to ensure they contribute to Net Zero Plan; develop adaptation actions and strategies; contribute to Scotland's Adaptation Capability Framework

Funding: adapt funding criteria and guidance across all Funds and for all sectors so that conditions of funding ensure sector contribution to Net Zero targets and addressing the climate emergency

Communications and advocacy: develop comprehensive forward plan of internal and external engagement regarding the Plan and its implementation

What follows is a summary of our key strategic and policy objectives for this work.

Our approach

Our approach is characterised by bringing together both climate change mitigation (greenhouse gas emissions reduction) and climate change adaptation in a clear Action Plan, that we will implement from 2022/23 and review annually.

We approach this through two core themes: Transformation and Climate Justice.

Transformation

We recognise that contributing to this change in society will mean changes in who we are, how we work and the work we do, as well as changes in the culture and creative sectors that we support.

Incremental changes by separate organisations and individuals will not enable Scotland to reach net-zero in a climate-just manner and will fail to build a fair and equitable Scotland adapted to a changed and changing climate.

Transformational change² – where we not only do what we do differently but do different things – will change the system itself as well as elements of the system.

Such change is a long-term process, and our Action Plan will shape our work for years to come, with annual reviews of progress. It also involves working with partners within and beyond the cultural and creative sectors. It may mean a re-imagining of the cultural built estate and the ways in which people meet and enjoy culture in their daily lives. It will certainly mean support for inspirational and innovative work by individuals and organisations which responds to the challenges of a heating planet both in the way they work and in the work they produce.

We will support the culture and creative sectors to ensure that the transformation is fair and equitable for those working in the sectors and for their audiences.

2 Transformational change is widely understood to involve systemic change. *'The definition of transformational adaptation from the IPCC is 'adaptation that changes the fundamental attributes of a system in response to climate and its effects.'* Watkiss, P. and Cimato, F. (eds) (2020). What Does Transformational Adaptation Look Like? Literature review synthesis paper; Clyde Rebuilt, Glasgow; Summary.

Climate Justice

Climate Justice takes a people-centred approach to climate change and treats it as a social, political and cultural issue as much as a scientific, technical and economic one.

Those who are on the front line of climate change – that is the poorer and more disadvantaged in society, in Scotland, the UK and internationally – are generally those who have contributed least to the greenhouse gas emissions that cause it.

The transition to a net zero economy and a climate ready world needs to be fair and equitable. This means:

- All parts of society should be capable and enabled to participate fully in the decision-making processes about climate change mitigation (greenhouse gas emission reduction) and adaptation.
- The decisions made about mitigation and adaptation actions need to ensure that existing inequalities are not exacerbated or perpetuated and new inequalities are not created.
- The costs and benefits of climate action should be shared fairly. Those who have more resources should be asked to contribute more, and those who are most at risk should be most protected.
- International and intergenerational justice should form a strong part of the thinking. Every tonne of carbon emitted today in Scotland is a tonne less that younger and future generations in Scotland and abroad can ‘spend’ on their development.

Culture and creativity have an important part to play in this, helping society to think about difficult and challenging ideas, encouraging debate and challenge.

Artists can make the invisible visible, involve different communities, and help imagine different futures, while cultural venues can provide spaces for debate and discussion, both through their artistic work and as venues in civic society. Cultural participation has a strong record in building engagement with people and broader society, increasing confidence and collaboration in tackling major issues.

Our Action Plan is a long-term one and we acknowledge that there is much work to do, with partners, to understand our own and culture’s role in increasing climate justice in Scotland’s transformation. There are specific actions in the Action Plan to research, learn and communicate to the cultural and creative sectors and further afield the understanding we develop about the role of culture in increasing Climate Justice.

Our target, our role and our ambition

We already report annually to the Scottish Government³ on our climate change activity, as required by all major player public sector organisations under the Climate Change Act (2009).

We are setting a target, to be reached in a fair and equitable way, to be net-zero and climate-ready by 2045.

This is a target that Creative Scotland will meet sooner (by 2030) but, more importantly, our Action Plan includes supporting the wider culture and creative sectors in Scotland to be net zero by 2045.

Since 2011 we have been encouraging – and from 2015 requiring – recipients of Regular Funding to report their greenhouse gas (GHG) emissions and develop their plans to reduce them, supporting them in that work in collaboration with **Creative Carbon Scotland**.

This work will continue and will broaden to include all recipients of our funding.

We will consider not just how cultural practitioners and organisations operate but how the work they make can contribute to Scotland's transition to sustainability and resilience.

Our role is not just to facilitate carbon reporting and climate change mitigation by the culture and creative sectors, but to encourage and empower the sectors to play an essential role in the transformational change that Scotland requires.

Our ambition is therefore high: we want both Creative Scotland and Scotland's culture and creative sectors, to be agents for transformational change in wider society.

Scope

Our Climate Emergency and Sustainability Plan covers both emissions reduction and adaptation to the impacts of climate change. We understand that it is not possible to disentangle these areas and so our Action Plan seeks to address them in tandem.

We recognise that we can influence climate change behaviour directly through our own operations, through our funding, through our partnerships, and through our influence and advocacy.

Our aim is to grow and expand our influence on climate change and sustainability across the culture and creative sectors in Scotland, over time, as visualised in the following illustration.

Climate Emergency and Sustainability: Our influence



3 Via the [Sustainable Scotland Network](#)

Fulfilling this opportunity

Partnerships

As we implement our Action Plan, other public and private organisations are also working on their own resilience, emission reductions and climate justice - and partnership working and collaboration across organisations and sectors will be essential.

Collaboration is a core skill in many cultural fields. Artists can facilitate difficult conversations and can elicit emotions, which are often squeezed out of more technical debates. Cultural organisations reach enormous and diverse audiences and can provide buildings and spaces for events, conversation and communal, collective thinking and learning. The declaration from the 2021 meeting of Culture Ministers from the G20⁴ recognised the importance of culture in addressing climate change, whilst the **UN's Race to Resilience** project includes culture as one of its official elements, demonstrating interest from the climate change side.

Climate impacts are felt differently across Scotland and strong communities are proven to be more resilient to the challenges that climate change is bringing. This aligns with our own collaborative and partnership work on Place and the community-building effect that strong cultural organisations have in villages, towns, regions and cities.

We will strengthen the role of culture and creativity and their role in addressing the climate emergency by actively seeking and supporting partnerships with people and organisations in other sectors who are working on climate change.

Capacity and capability building

To deliver the ambitions set out in our Action Plan, we will invest in capacity and capability both within Creative Scotland and in the culture and creative sectors more broadly.

Our own resilience to climate impacts, and that of the organisations we support and the communities they serve, are new concerns. And bringing these together under the relatively new concept of climate justice will require research, learning by doing, imagination and practical implementation.

This will require both corporate and individual capability building, where we and other organisations develop and apply new procedures and processes. Staff members across Creative Scotland and the sectors will develop their knowledge and skills so they can apply these new approaches in their work. Training and development will be needed for us all: for example, Creative Carbon Scotland already provides support to the culture and creative sectors.

We will create a new team at Creative Scotland to lead on climate change and ensure that this capability is effectively developed and resourced across the organisation. We also recognise that additional capacity may be required in sectoral organisations and will support this where relevant with appropriate funding. The team will work in partnership with Creative Carbon Scotland, further complementing their work.

4 See: en.unesco.org/news/g20-agrees-first-declaration-culture

Monitoring, evaluation and learning

Monitoring and reviewing progress

To support our ambition, we have developed a detailed Action Plan comprising both short- and long-term actions.

This includes those actions that can be implemented quickly and those that may need a longer lead in time, to increase our knowledge, to build consensus, to secure funding or to make major policy or operational changes.

The Action Plan will be reviewed annually and updated to reflect and report on progress with regular reports to Creative Scotland senior management and to the Creative Scotland Board.

We will also ensure that our actions complement national and international outcomes such as the National Performance Framework, the Scottish Government's emissions reduction targets and the Scottish Climate Change Adaptation Programme.

In summary

We believe that this Climate Emergency and Sustainability Plan sets out a clear programme of action for Creative Scotland, working with Scotland's culture and creative sectors over the coming years, to take a significant step up in the contribution we make to achieving net zero by at least 2045.

We also believe that, through the implementation of this Plan, we can further amplify the key role that culture and creativity already plays in helping to address the climate emergency, both in terms of the actions that we take and in the ability for creative practice in all its forms to tell the story of the climate emergency, to influence and inspire others to take action.

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Appendix

Climate Emergency and Sustainability Plan – summary of Action Plan

	Action	Creative Scotland's role	Delivered by
1.0	Enhance capacity and skills in Creative Scotland to undertake the successful implementation of this Plan.	Lead	
1.1	Allocate responsibility for the Climate Emergency Plan at Board level.	Lead	2022/23
1.2	Introduce responsibility into the job descriptions of all Creative Scotland Directors to ensure leadership on climate change and climate justice in across portfolios.	Lead	2022/23
1.3	Assess all papers presented to the Senior Leadership Team and Board in terms of how they contribute to this Climate Emergency Plan.	Lead	From 2022/23
1.4	Recruit a Climate Change Team (Policy Officer, Implementation Officer and Project Officer) to join Creative Scotland to ensure the delivery of this Plan.	Lead	2022/23
1.5	Establish a Climate Justice Group within Creative Scotland.	Lead	2022/23
1.6	Introduce responsibility for contributing to the Climate Emergency Plan in all staff job descriptions, performance review system and work plans (as with EDI).	Lead	2022/23
2.0	Develop and deliver for staff, bespoke training in mitigation and adaptation and their relation to culture and Creative Scotland's work.	Lead	By 2023/24
3.0	Use the annual statistical survey, Carbon Management Planning process and end of project reports to gather data about climate change impacts on cultural organisations, practitioners and activity to plan future responses to the Sustainable Scotland Network (SSN).	Lead	First report to SSN in November 2023; Annual reports thereafter
4.0	Develop a carbon budget to support Creative Scotland on its trajectory to net zero by 2030.	Lead	2023/24
4.1	Define the boundary of Creative Scotland's own emissions.	Lead	2022/23
4.2	Continue to gather data to fully understand Creative Scotland's own emissions beyond what's already reported: <ul style="list-style-type: none"> • Commuting and home working survey times/year using Zero Waste Scotland tool • Energy use data relating to Creative Scotland offices (Edinburgh and Glasgow) • Track procurement to retrospectively estimate emissions • Track all business travel-related emissions 	Lead	2022/23

4.3	Set emissions reduction targets (-10% annually) for period 2023 - 2028 for Creative Scotland's own emissions.	Lead	2022/23
4.4	Set an air travel carbon budget for Creative Scotland, with appropriate allocation and monitoring protocol.	Lead	2022/23
4.5	Develop a sustainable transport plan for the organisation, including a clear travel hierarchy, justification required for domestic air travel, carbon budget for air travel.	Lead	2022/23
4.6	Identify top 10 procured goods and services by cost or carbon and develop individual procurement action plans to support the identification, evaluation, and monitoring of low carbon options.	Lead	By 2023/24
4.7	Develop a tool to build net zero criteria into future building lease decisions to cover: <ul style="list-style-type: none"> • The energy performance of the buildings • The zero waste/circular economy aspects of the building • The adaptation risk of the building and infrastructure • The 'commutability' of the location • The amount of space required once more flexible homework patterns have been established. 	Lead	2023/24
5.0	Develop a carbon budget for the arts sector on a trajectory to net zero by 2045.	Lead	Budget set by Q1 2024/25
5.1	Define the scope of the arts sector to include all relevant funded organisations and individuals (i.e. equivalent to Regular, Open Project and Targeted funding).	Lead	2022/23
5.2	Continue RFO Carbon Management Planning and set reduction targets.	Lead	2022/23
5.3	Develop and implement Carbon Management Planning with appropriate reduction targets for Open Fund recipients.	Lead	2023/24
5.4	Develop and implement Carbon Management Planning with appropriate reduction targets for Targeted Funding recipients.	Lead	2023/24
5.5	Develop the Carbon Budget for the arts sector on a trajectory to net zero by 2045 and build into funding criteria, guidance and monitoring and work plans with Creative Carbon Scotland.	Lead	2023/24 Budget Set by Q1 2024/25
6.0	Develop a carbon budget for the screen industry on a trajectory to net zero by 2045.	Lead	Budget agreed by Q1 2025/26
6.1	Define the boundary of the screen sector to include all relevant supported organisations and projects.	Lead	2024/25
6.2	Develop and implement a method for asking funded projects to report their carbon emissions using the Albert methodology.	Partner	2024/25
7.0	Develop adaptation capabilities within Creative Scotland and across the broader culture and creative sector.	Lead	

7.1	Develop adaptation capabilities within Creative Scotland and an Adaptation Plan for the organisation.	Lead	2024/25
7.2	Creative Scotland to complete the Starting Stage of Adaptation Scotland's Adaptation Capability Framework using the Starter Pack Handbook.	Lead	2022/23
7.3	Review Creative Scotland's adaptation progress annually.	Lead	Annually from 2023/24
7.4	Continue to develop adaptation capabilities by using the Adaptation Capability Framework, participating in adaptation related networks and contributing to climate adaptation outcomes for the organisation, sector and nation. This will include work to develop a climate change risk assessment.	Lead	Ongoing
7.5	Develop a baseline assessment of adaptation capabilities for the arts sector	Lead	2023/24
8.0	Review and update action plan at regular intervals to (i) report on progress; and (ii) maximise opportunities arising	Lead	
8.1	Report annually on progress against the Action Plan to the Board, Staff, and externally.	Lead	Annual reporting from 2023/24
8.2	Review the Action Plan on a quarterly basis and update to address actions behind schedule and identify new opportunities for action.	Lead	Quarterly updates starting in 2022/23
9.0	Develop and implement a communications plan to explain Creative Scotland's approach to stakeholders and the culture and creativity sector.	Lead	2022/23
10.0	Audit all Creative Scotland strategies and policies to identify and remedy policy gaps or conflicts with respect to mitigation, adaptation, climate justice and their relation to culture and creativity.	Lead	By end of 2022/23
11.0	The Arts: Develop funding criteria and guidance to support organisations and individuals to contribute to meeting national net-zero and adaptation targets.	Lead	
11.1	The Arts: Support RFOs to report on their carbon footprints and raise ambition of the RFO cohort's carbon management planning to match net-zero targets.	Partner	2022/23
11.2	Support and require all RFOs and multi-year-funded organisations to develop adaptation plans and strategies.	Partner	2023/24
11.3	Support and require all organisations and individuals funded through the Open Fund to report on their carbon footprints and develop a carbon management plan relevant to their programme.	Partner	2023/24

11.4	Support and require all organisations and individuals funded through the Open Fund to develop adaptation plans or strategies relevant to their programme.	Partner	2023/24
11.5	Support and require all organisations funded through Targeted funding to report on their carbon footprints and develop carbon management plans.	Partner	2024/25
11.6	Support and require all organisations funded through Targeted funding to develop relevant adaptation plans and strategies.	Partner	2024/25
12.0	Screen: Develop funding criteria and guidance to support organisations and individuals to contribute to meeting national net-zero and adaptation targets.	Lead	
12.1	Screen: Support Screen Sustainability Hub to develop and implement training of freelance crew and others in sustainability practices using modified Albert approach.	Facilitator	2023/24
12.2	Screen: Develop and introduce funding criteria and guidance to require funded productions to implement carbon reporting and carbon management planning.	Lead	2023/24
13.0	Broader culture and creative sectors: Develop funding criteria and guidance to support organisations and individuals to contribute to meeting national net-zero and adaptation targets.	Lead	2023/24
14.0	Develop new targeted and other funding programmes to specifically support work related to climate change by cultural practitioners and organisations.	Lead	2023/24
15.0	Annually review the impact of any revisions to the funding framework, criteria, guidance, applications and awards, and any new funds, for their impact on EDI and climate justice	Lead	Annually
16.0	Develop a partnership working model for Creative Scotland when working on climate change and climate justice (with particular focus on working with organisations within the culture and creative sector, heritage and libraries), including funding approaches.	Lead	2023/24
16.1	Identify areas of climate change and climate justice work that would benefit from working in partnership with other culture and creative organisations.	Lead	2023/24
16.2	Identify particular areas of work that will focus on climate justice and on areas of climate change or wider EDI, Place, Partnerships and Communities work that might have climate justice considerations or opportunities	Lead	2023/24
16.3	Build a roster of culture and creative organisations working on climate change, EDI or other potentially relevant topics with whom partnership working might be appropriate or beneficial	Lead	2023/24

16.4	Review partnership working practices and skills within Creative Scotland and consider training or development work to enhance the organisation's and staff members' capabilities in this area, as regards climate change.	Lead	2023/24
17.0	Develop a partnership working model for Creative Scotland as regards addressing the climate emergency, with particular focus on working with organisations beyond the culture and creative sector, including funding approaches.	Lead	2023/24
17.1	Identify areas of climate change and climate justice work that would benefit from working in partnership with organisations outside the culture and creative sector.	Lead	2023/24
17.2	Build a roster of organisations outside the culture and creative sector working on climate change, EDI or other potentially relevant topics with whom partnership working might be appropriate or beneficial.	Lead	2023/24
18.0	Develop internal knowledge to ensure Creative Scotland is in line with up-to-date thinking across the developing field of climate justice and leading national and international thinking about how it applies to cultural activity and intersects or conflicts with other Creative Scotland priorities.	Lead	2023/24
19.0	Work with specialists (e.g. think tanks, academia) to develop effective evaluation of Creative Scotland's, and the cultural and creative sector's, contribution to Scotland's wider work on climate change – i.e. how it has contributed to transformational change in society, including climate justice.	Partner	2023/24
20.0	Research the establishment of a fund to support cultural and creative organisations and individual practitioners to work with and within communities to increase climate justice.	Lead	2024/25
21.0	In light of the changing landscape of cultural distribution and consumption (and considering the adaptation, mitigation and climate justice needs of the cultural estate and its potential for promoting and facilitating change) seek partners for an exploration of a comprehensive re-imagining of the physical estate which will be required in 2045 and beyond.	Lead	2024/25



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