

Area	Objective/Target	Action(s)	Budget/Resource Allocation	Timescale	Responsibility	Actioned
EDUCATION						
Education - Staff	Increase staff literacy around sustainability	Provide Carbon Literacy training for all staff at The Lir Academy	€1100 from Staff Training budget allocated	11th September 2023	Sustainability Manager	<input checked="" type="checkbox"/>
	Increase awareness of the potential to make our in-house productions more sustainable	Provide staff training on Theatre Green Book	Cost neutral	September-December 2023	Sustainability Manager	<input type="checkbox"/>
Education - Students	Embed sustainability in all courses offered at The Lir Academy	Introduce sustainable theatre-making to SMTT students as part of Induction.	Cost neutral	September 2023	Sustainability Manager	<input checked="" type="checkbox"/>
		Introduce sustainability as a core value of The Lir Academy at induction each September	Cost neutral		Director	<input type="checkbox"/>
		Roll out Carbon Literacy training including Theatre Green Book for all cohorts of students	Cost neutral	Course development in 2023 for delivery in September 2024	Sustainability Manager & Director of Technical Training	<input type="checkbox"/>
	Establish and develop more sustainable technical theatre working practices at The Lir Academy	Establish a Student Green Captain on each production made up of Heads of Department. Roles to be named in advance of design phase to allow for earlier interrogation of a green card model	Cost neutral	December 2023	Director of Technical Training	<input type="checkbox"/>
		Offer avenues of exploration into sustainable working practices/technologies from our own findings throughout the year for Third Year projects	Cost neutral	From Term 2 Academic Year 2023/2024	Director of Technical Training	<input type="checkbox"/>
	Increase student engagement with sustainability initiatives	Develop a student Green Campus Committee to investigate student engagement and behaviour and to feed back to the Sustainability Action Working Group	Cost neutral	November 2023	Director of Technical Training	<input type="checkbox"/>
		Representative from the Lir Green Campus Committee to join Trinity's Green Campus Committee for sharing of initiatives across campus	Cost neutral	November 2023	Director of Technical Training	<input type="checkbox"/>
PRODUCTION						
Production	Move towards a sustainable model of production for all our in-house shows	The staff Sustainability Action Working Group will examine changes needed to achieve a Theatre Green Book show	Cost neutral	October 2023	Director of Technical Training	<input type="checkbox"/>
		Beta test the Baseline Standard of Production on Show 4 in March 2024	Cost neutral	Rotation begins January 2024	Director of Technical Training & all staff	<input type="checkbox"/>
		Technical director & production staff draw up timeline for Show 4	Cost neutral	September 2023	Director of Technical Training	<input checked="" type="checkbox"/>
		Working group examine the schedule changes necessary to implement the Theatre Green Book in all productions following a review of Show 4	Cost neutral	March 2023	Director & Director of Technical Training	<input type="checkbox"/>

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	Monitor production waste before the adoption of the Theatre Green Book	Complete a materials inventory on all shows to assess waste / opportunities to improve	Cost neutral	From September 2023	Production Manager	<input checked="" type="checkbox"/>
OFFICE & VENUE						
Office & Administration	Save ink/toner by considering font choices in all printed material	The Lir Academy will now use Arial as it's primary typeface. It is already the secondary font of The Lir's brand guidelines. Arial is a sustainable choice as it uses less ink on printed matter and is more accessible	Cost neutral	From September 2023	Director of Marketing	<input checked="" type="checkbox"/>
	Reduce environmental impact of all purchasing	Consider sustainability and ethical choices in all purchases	Possible cost implication of making ethical/environmental choices. TBD	From November 2023	Receptionist	<input type="checkbox"/>
	Reduce paper waste generated at The Lir Academy	Role out of digital scripts where possible - print on request policy	Saving on printing costs	October 2024	Head of Stage Management	<input checked="" type="checkbox"/>
	Upgrade staff photocopier/printer to allow for two-sided printing	Upgrade printer/photocopier to a more energy efficient model which can print two sides and has recyclable/refillable cartridges	TBD	Due	Director of Administration	<input type="checkbox"/>
	Reduce carbon footprint of current webpage	Assess the content to ensure it has a lower carbon footprint	No cost / within current Marketing budget.	Beginning October 2023	Director of Marketing	<input type="checkbox"/>
Front of House / Bar Operations	Reduce paper waste generated at The Lir Academy	Move to QR codes to access programmes with consideration of accessibility needs of patrons	Cost saving approx. €2500 annually	Show 4, March 2024	Events and Operations Manager & Director of Marketing	<input type="checkbox"/>
		Move to digital ticketing system	Cost and roll out to be assessed	Show 4, March 2024	Events and Operations Manager & Director of Marketing	<input type="checkbox"/>
	Review and improve sustainability of the Front of House Bar	Review all stock at the bar and look for environmentally friendly/local options	Cost implication could be recouped via sales?	October 2023	Events and Operations Manager	<input type="checkbox"/>
	Remove single use plastics from the bar	Replace all single use plastic served at the bar. Switch to glass water bottle supplier	Costs to be reviewed by Events and Operations Manager.	November 2023	Events and Operations Manager	<input type="checkbox"/>
		Where compostables are offered as an alternative, ensure composting facilities are provided	Trinity Facilities	November 2023	Events and Operations Manager	<input type="checkbox"/>
	Reduce energy use in Foyer area	Address the energy waste of the current foyer lighting	Exploration of lighting sponsorship to allow for upgrade of system.	August 2026. Interim energy saving system to be explored in 2024.	Director of Technical Training & Head of Lighting	<input type="checkbox"/>
Corporate Events & Catering	Reduce all waste produced through events and catering	Eliminate single-use plastics from all events. Where compostables are offered as an alternative, ensure composting facilities are provided		Exploration of lighting sponsorship to allow for upgrade of system.	Lir At Work	<input type="checkbox"/>

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		Engage catering suppliers invested in sustainability		January 2024	Lir At Work	<input type="checkbox"/>
		Printing materials on request. Offering of QR code alternative at all trainings		January 2024	Lir At Work	<input type="checkbox"/>
CARBON EMISSIONS / ENERGY						
Energy / Carbon Emissions	Establish Baseline Carbon Footprint	Engage specialist to calculate The Lir's Carbon Footprint	Director of Administration to meet with specialist to establish cost in 2023	Complete by April 2024	Director of Administration	<input type="checkbox"/>
	Reduce Carbon Emissions by 51% by 2030 and to Net Zero by 2040	Draw up Carbon Emissions Reduction Strategy	Salaried hours	Complete by June 2024	Sustainability Manager with Specialist	<input type="checkbox"/>
	Reduce Scope 2 emissions by reducing dependency on fossil fuel generated electricity	Explore the instalation of more solar panels on the roof for green energy generation	Subject to funding / Trinity retrofit	2026	Director	<input type="checkbox"/>
Seek alternative 100% renewable option for energy provision		Complete in line with Trinity's procurement strategy	2023	Director of Administration / Sustainability Manager	<input checked="" type="checkbox"/>	
Energy Use - Day to Day	Increase energy efficiency through power up/power down procedures	Embed in classroom teaching	Cost neutral	January 2024	Director of Technical Training	<input type="checkbox"/>
	Reduce unnecessary energy use in lighting	Repairs to occupancy sensors for lighting in public areas/office spaces. Conduct audit of faults in system to be relayed to Facilities		TBD	Facilities Team / Director of Technical Training	<input type="checkbox"/>
Energy Use - Data Storage	Encourage better use of data heavy digital resources	Implement organisation-wide data deletion sessions e.g. delete old emails, tidying up files on drives etc.	Cost neutral	September 2023	Director of Marketing	<input type="checkbox"/>
WASTE						
Waste & Resources - Production Waste	Reduce production waste from in-house productions.	Introduce Theatre Green Book's Materials Inventory to measure waste on each show.	Storage space requirement for long-term success.	Beginning September 2023	Production Manager	<input type="checkbox"/>
		Develop reduction trajectory to Net Zero by 2040		Complete by 2026	Director	<input type="checkbox"/>
	Develop circularity space to prolong life of materials used in productions	Develop a storage facility for sets and furniture	Funding required	Research beginning from policy launch	Director	<input type="checkbox"/>
		Work with Trinity College to make use of any/all suboptimal space available in Trinity East	TBD	Conversation beginning June 2023	Director	<input type="checkbox"/>
Waste & Resources - General Waste	Improve waste seperation across campus	Improve bin provision across campus. For every waste bin there should be a recycling bin	Trinity facilities		Director of Administration / Events and Operations Manager in liaison with cleaning company	<input type="checkbox"/>
		Increase availability of compost bins in kitchen and eating areas	Trinity facilities			<input type="checkbox"/>
	Ensure responsible waste management	Require commitment from cleaning company to engage in sustainable practices as outlined by The Lir	Trinity			<input type="checkbox"/>
Waste & Resources -	Reduce water wastage	Repair leaks in toilets/taps		June 2024	Estates & Facilities	<input type="checkbox"/>

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Water		Install rainwater harvesting tanks for Scenic Art Department to reduce water waste in brush washing	€1,500	September 2024	Head of Scenic Art & Sustainability Manager	<input type="checkbox"/>
Waste & Resources - Paper	Reduce paper going to wrong bin	Roll out Trinity's Office desk bin system	Cost neutral	September 2025	Director of Administration / Sustainability Manager	<input type="checkbox"/>
	Reduce environmental damage of paper production	Move to Carbon Zero paper for all printed material	Cost neutral with current supplier's support	September 2023	Director of Administration	<input checked="" type="checkbox"/>
Waste & Resources - Sanitary	Reduce environmental damage of paper production	Return to pre-Covid use of hand dryers rather than paper towels where possible. Certain bathrooms must still be stocked with hand towels to respect the needs of all users of the building	Saving	Phased out from November 2023	Director of Administration / Sustainability Manager	<input type="checkbox"/>
		Investigate switch to recycled toilet paper	TBD		Events and Operations Manager	<input type="checkbox"/>
	Reduce sanitary waste to landfill	Add signage to toilets with hand basins to show they are "Menstrual Cup Friendly"	Cost Neutral	November 2023	Sustainability Manager / Director of Marketing	<input type="checkbox"/>
Pollution – Hazardous Substances	To prevent emissions and harmful chemical discharges	Consult with relevant teams (Scenic, Props & Construction) and cleaning contractors to ascertain what hazardous substances are currently used and if they can be replaced by environmentally friendly alternatives	Cost neutral	As per individual department timelines.	Sustainability Manager	<input type="checkbox"/>
TRAVEL & TRANSPORT						
Transport / Carbon Emissions	Reduce number of deliveries to The Lir Academy	Combined ordering across school / and or Productions	No cost. Increase communications and administration to organise this better.	From Show 4, March 2024	Production Manager & HODs	<input type="checkbox"/>
Student Travel	Improve sustainable transport options for staff and students. Support Trinity's Active Travel initiative	Engage with Trinity to ensure development of Trinity East includes provision of extra bike rack, scooter storage & EV charge points	Cost neutral to The Lir Academy	Ongoing	Director	<input type="checkbox"/>
Travel Policy	An updated travel policy must keep sustainability at its core	Working group to review and update Travel Policy in light of Sustainability Policy	Cost neutral		Director/Senior Management Team	<input type="checkbox"/>
PRODUCTION DEPARTMENTS						
Theatre Production Department	Reduce waste in consumables	Replace use of PVC with cable clips, tie line and bongo clips	€1,300 approved in class budget spending	January 2024	Production Manager	<input checked="" type="checkbox"/>
		Phase out cable ties, replacing with alternatives (such as tieline) or using reusable cable ties where absolutely necessary		January 2024		<input type="checkbox"/>
		Phase out single use batteries. Purchase of chargers and rechargeable batteries	€100 included in Sound Department expenses	January 2024		<input type="checkbox"/>

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		Use chalk to mark scenery positions before build, rather than PVC tape	Cost neutral	January 2024		<input type="checkbox"/>
	Monitor waste on in-house productions to establish baseline	Complete a Materials Inventory on every show to calculate waste produced	Cost neutral	September 2023		<input type="checkbox"/>
	Improve waste management and separation on get-out	Use Trinity's skip hire company to ensure measurement of waste under Trinity's Waste Reduction Strategy	Skip hire in Production budget	December 2023		<input type="checkbox"/>
		Utilise all waste separation facilities available at Trinity East and on main Campus	Cost neutral	January 2024		<input type="checkbox"/>
	Support a more environmentally friendly model of theatre making	Scheduling of Green Card meetings to assess design under Sustainability criteria in advance of costing White Card model	Cost neutral	November 2023 for Show 4		<input type="checkbox"/>
		Commit to Theatre Green Book production standards.	As per show budget	From January 2024		<input type="checkbox"/>
Film Production Department	Support a more environmentally friendly model of film making in line with Screen Ireland's recommendations	Familiarise staff and students with the Albert Production Handbook for in-house film productions	Staff training budget allocation required 2024/2025	Film productions 2024/2025	Director of Technical Training	<input type="checkbox"/>
		Use the Albert Production Handbook to measure current resource use as a baseline to establish target reductions	Cost neutral	Film productions 2024	Director of Technical Training with Student Green Captain	<input type="checkbox"/>
		Adopt The Albert Production Handbook	TBD by working group	Film productions 2025	Director of Technical Training	<input type="checkbox"/>
Lighting Department	Reduce waste in consumables	Replace use of PVC with cable clips and bongo clips	See 'Production Department'	October 2023	Director of Technical Training	<input type="checkbox"/>
	Reduce single use electronics	Ordering of good quality LED tape and housing for re-use rather than single use	Include in-show budget	Roll out from Show 4, January 2024	Head of Lighting	<input type="checkbox"/>
	Reduce unnecessary gel disposal	Allocate student role for gel filing on get-out	Cost neutral, long-term saving	November 2023		<input type="checkbox"/>
	Reduce unnecessary buying where re-use is possible	Create inventory of practical lighting and LED tape etc. with first year students which can be accessed digitally by all SMTT & MFA students	Cost neutral	September 2024		<input type="checkbox"/>
	Reduce energy use	Implement power down procedures	Cost neutral	September 2024		<input type="checkbox"/>
		Encourage use of LED units over tungsten units	Cost neutral	January 2024		<input type="checkbox"/>
	Increase carbon emissions awareness	Through SMTT Carbon Literacy training as detailed in Education Section	See 'Education-Students' Section	September 2024		<input type="checkbox"/>
Support a more environmentally friendly mode of theatre making	Commit to Theatre Green Book production standards.	As per show budget	From February 2024	<input type="checkbox"/>		
Sound & AV Department	Reduce waste in consumables	Replace use of PVC with cable clips and bongo clips	Within production budgets		Head of Sound / Director of Technical Training	<input type="checkbox"/>

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	Reduce energy use	Introduce power up/down procedures. Reduce number of appliances left on standby		November 2023	Head of Sound	<input type="checkbox"/>
	Reduce disposable battery use	Switch to rechargeable batteries for all mics, wireless packs etc	€300	September 2023		<input type="checkbox"/>
		Ensure responsible disposal of all batteries currently in rotation via Trinity's battery recycling facilities	Cost neutral	September 2023		<input type="checkbox"/>
	Reduce digital footprint	Expand use of hard drives from end-of-life machines as local media servers	Cost savings	As machines reach end of life		<input type="checkbox"/>
	Reduce carbon footprint of deliveries	Ordering of supplies to be consolidated with other departments where possible	Cost savings	November 2023		<input type="checkbox"/>
	Support a more environmentally friendly mode of theatre making	Commit to Theatre Green Book production standards.	As per show budget	From January 2024		<input type="checkbox"/>
Construction Department	Reduce need for new materials	Create inventory of doors, furniture etc. with first-year students which can be accessed digitally by all SMTT & MFA students	Cost neutral	Term 2, 2023/2024	Head of Construction	<input type="checkbox"/>
		Explore avenues of sponsorship from local suppliers for a stream of 'waste materials' for practice.	Cost neutral, storage dependant	September 2024		<input type="checkbox"/>
		Explore options for additional storage in Trinity East Campus for retention of materials in favour of disposal. Interim Container storage to be explored	Estimated cost €2000 (Corporate funding stream via Lir at Work)	Beginning September 2023	Director & Dir. of Technical Training	<input type="checkbox"/>
	Support a more environmentally friendly mode of theatre-making	Introduce more environmentally friendly modes of construction in the workshop, while continuing to meet the learning outcomes of each module	Cost neutral	Beginning with Theatre Green Book Show, March 2024	Head of Construction (research elements by Sustainability Manager)	<input type="checkbox"/>
		Move towards building for disassembly as outlined in the Theatre Green Book. Reduce use of glue and hard fillers	TBD	Research from November 2023		<input type="checkbox"/>
		Commit to the Theatre Green Book production standards in the Construction Department	As per show budget	From January 2024		<input type="checkbox"/>
Scenic Department	Reduce use of environmentally damaging substances	Reduce use of oil-based substances and aerosols. Explore alternatives available	TBD	January 2024	Head of Scenic	<input type="checkbox"/>
	Reduce risks from hazardous substances	Dispose of oil based paints responsibly at Trinity Hazardous Waste disposal site	€50 for annual disposal within budget	May 2024		<input type="checkbox"/>
	Reduce water use	Explore installation of rainwater harvesting system outside Scenic Department for paintbrush washing	€1,200 (Possible Corporate funding stream via Lir at Work)	June 2024		<input type="checkbox"/>
	Reduce residues entering watercourse	Investigate installation of water filtration system in Scenic Art Department to limit substances entering watercourse		June 2024		<input type="checkbox"/>
	Support a more environmentally friendly mode of theatre making	Commit to Theatre Green Book production standards in Scenic Department	As per show budget	From January 2024		<input type="checkbox"/>

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Stage Management & Props	Reduce paper waste	Print scripts on request. Encourage use of digital scripts where possible	Cost saving	From October 2023	Head of Stage Management	<input checked="" type="checkbox"/>
	Improve waste separation in rehearsal rooms	Ensure correct bins are present in rehearsal rooms	Cost neutral	January 2024	Student Green Captain under guidance of Head of Stage Management	<input type="checkbox"/>
	Reduce need for purchase of new props and furniture	Create inventory of prop store with first year students which can be accessed digitally by all SMTT & MFA students	First Year Student Project	September 2023	Head of Stage Management	<input checked="" type="checkbox"/>
		Create inventory of furniture in Unit 2 with first year students which can be accessed digitally by all SMTT & MFA students	First Year Student Project	September 2023		<input checked="" type="checkbox"/>
	Reduce single use consummables	Research alternatives to traditional mark-up using PVC tape	Cost neutral	December 2023	Head of Stage Management & Sustainability Manager	<input type="checkbox"/>
	Support a more environmentally friendly mode of theatre making	Commit to Theatre Green Book production standards across Stage Management and Props Department	As per show budget	From January 2024	Head of Stage Management	<input type="checkbox"/>
Prop Making	Reduce use of environmentally harmful materials where possible	Where possible reduce use of harmful substances. Engage with other industry professionals to identify alternatives		From January 2024	Head of Props	<input type="checkbox"/>
		Where there are no alternatives to toxic substances, source materials with a former life. Explore second-hand suppliers and end-of-life product suppliers such as Recreate		From January 2024		<input type="checkbox"/>
	Support a more environmentally friendly mode of theatre making	Commit to Theatre Green Book production standards across Stage Management and Props Department.	As per show budget	From January 2024		<input type="checkbox"/>
Costume Department	Reduce use of harmful chemicals	Switch to environmentally friendly washing liquid	From department budget	When re-ordering	Head of Costume	<input type="checkbox"/>
		Consider natural dyes and products for breaking down costumes		From January 2024		<input type="checkbox"/>
	Continue to reduce dependence on clothes produced in an environmentally unsustainable way	Continuing to encourage sourcing of second-hand fabrics and costumes, rather than the use of fast fashion. Naming it as a sustainability initiative as well as the budget-friendly option	Cost neutral	From October 2023		<input type="checkbox"/>
	Reduce end of life materials going in general waste bin.	Complete Materials Inventory for each show to feed into Waste Reduction Strategy. Recycle scrap fabric using Trinity's clothes recycling bins.	Cost neutral	September 2023		<input type="checkbox"/>
	Support a more environmentally friendly mode of theatre making	Commit to Theatre Green Book production standards.	As per show budget	From January 2024		<input type="checkbox"/>
MFA programmes - All	Introduce eco-scenography as a core value of theatre making	Consider and discuss our environmental responsibility as central to our theatre making	See 'Education-Students' section	From January 2024	Head of MFA	<input type="checkbox"/>

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	Reduce waste	Complete Materials Inventory for each project to analyse waste and explore more sustainable solutions	Cost neutral	September 2024	Course Director MFASD & Production Manager	<input type="checkbox"/>
	Support a more environmentally friendly mode of theatre making on all MFA courses	Explore The Theatre Green Book production standards.	See 'Education-Students' section	September 2024	Head of MFA & Sustainability Manager	<input type="checkbox"/>
MFA Programme - Set	Introduce eco-scenography as a core value of theatre making	Each model to be discussed as a Green Card as well as White Card offering	€100 (within Sustainability Manager hours 2023), 2 teaching hours	From January 2024	Course Director MFASD & Sustainability Manager	<input type="checkbox"/>
ENGAGEMENT						
The Lir Academy - Students	Increase students' engagement with sustainability in their own lives	The establishment of The Lir Green Campus Committee to develop new student-led initiatives and feedback on the progress of the policy and its implementation	Cost neutral	From October 2023	Sustainability Manager	<input type="checkbox"/>
	Encourage personal responsibility in responsible consumption and environmental awareness	Include a section on Personal Responsibility around waste in each course handbook. Cover areas such as single use water bottles, coffee cups and food packaging	Cost neutral	September 2023	School Administrator & Sustainability Manager	<input checked="" type="checkbox"/>
Trinity College - Trinity East	Implement Trinity's Sustainability Strategy for Trinity East	Comply with and liaise with Trinity in all sustainability initiatives and targets on Campus	TBD	With rollout of Trinity's Sustainability Strategy	Director	<input type="checkbox"/>
	Implement Trinity's Biodiversity Strategy for Trinity East	Comply with and liaise with Trinity in all Biodiversity initiatives and targets on Campus	TBD	With rollout of Trinity's Biodiversity Strategy	Director	<input type="checkbox"/>
Theatre Industry	Influence sustainability practices in the wider theatre industry	Facilitate the conversation around Sustainable Theatre Practice through the creation of events hosted by The Lir	Space required. Technical support required.	September 2024	Lir at Work? / Events and Operations Manager	<input type="checkbox"/>
		Publish data on Theatre Green Book shows publically	Cost neutral	May 2024	Director of Marketing & Sustainability Manager	<input type="checkbox"/>
	Strengthen links with the Green Theatre movement in Ireland and the UK	Engage with all representative bodies in Ireland to share resources, information and research to improve our Sustainable theatre making. Including Theatre Forum's Green Arts, AIST Greening Tech forum and new emerging bodies	Cost neutral	Beginning November 2024	Director	<input type="checkbox"/>
Other Educational Institutions	Strengthen links with Theatre Educators in Ireland and the UK	Engage with other theatre educators in the UK via the Theatre Green Book Educators Forum	Cost neutral	Ongoing	Director of Technical Training & Director	<input type="checkbox"/>
BIODIVERSITY						
The Lir Academy	Limit chemical discharge into waterways	Phase out use of chemicals which are harmful to aquatic life	TBD	From January 2024	Sustainability Manager in liaison with department heads.	<input type="checkbox"/>

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		Move to environmentally friendly cleaning and laundry products across The Lir Academy	Day to day expenses		Events and Operations Manager	<input type="checkbox"/>
	Improve biodiversity around The Lir Academy & Trinity East	Explore ways to incorporate biodiversity on campus at The Lir Academy		2025	Student Green Campus Committee	<input type="checkbox"/>
		Engage with Trinity in their Biodiversity strategy for Trinity East		When published		<input type="checkbox"/>

APPENDIX

Strategy development required coming out of Action Plan:

- Production Waste Reduction Strategy
- Carbon Emissions Reduction Strategy
- Storage / Circularity Space development
- Theatre Green Book Working Group development
- Student Lir Green Campus Committee development
- Travel Policy