



CLIMATE ACTION POLICY 2025

Introduction

This policy could not have been made possible without the support of: Sustainable Energy Authority of Ireland (SEAI), the Department of Culture, Heritage & The Gaeltacht, SE Systems, Kerry Sustainable Energy Co-operative Ltd (KSEC), Transition Kerry, Tralee Tidy Towns and Kerry County Council. Siamsa Tíre is working to integrate sustainability into its organisational strategy and structure with an ambition to establish itself as a leader on environmental sustainability within the Irish arts landscape. Attaining certification as Ireland's first green theatre in 2018 is a point of pride and we continue to place climate action as a priority in how we do what we do on a day-to-day basis. The policy recognises the opportunity that arts practice has as being increasingly recognised as a resource for transformative change.

Our policy is underpinned by Kerry County Council Local Authority Climate Action Plan 2024-2029 and The Arts Council's Climate Action Roadmap 2024 and The Global Goals for Sustainable Development.

Policy Development Process

This Climate Action Policy was developed through a robust and inclusive process that reviewed our existing environmental policies, assessed their impact to date, and benchmarked against national and international standards. Consultation was carried out with key stakeholders—including the Board of Directors, staff, customers, and collaborators, through surveys, meetings, and dedicated briefing sessions. Training was delivered by The Green Arts Initiative Of Ireland, with additional professional development undertaken by our appointed Environmental Lead. This evidence-informed and participatory approach ensures that the policy reflects both sectoral best practice and the shared values of our organisation and community.

Please see our Action Plan implementation measures for further information on how we strive to make this policy a living action in our practice.

Strategic Goals (2025-2028)

1. Reduce the Environmental Impact of Our Building Operations

- Conduct energy and carbon audits
- Transition to renewable energy where feasible
- Improve insulation and building systems
- Expand waste sorting, composting and reduction strategies

2. Encourage Low-Carbon Audience and Staff Travel

- Survey and promote active public transport
- Offer incentives or infrastructure for green transport
- Enhance bike parking and improve information about local transport options
- Provide travel advice and communicate alternatives to clients and customers

3. Embed Climate and Ecological Themes in Our Programming

- Support artist-led work exploration of environmental themes
- Host community arts workshops on climate topics
- Engage schools and youth in creative sustainability projects

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4. Build Capacity and Partnerships for Long-Term Change

- Appoint a Sustainability Lead
- Provide training to staff and artists
- Partner with national and local climate initiatives

5. Communicating Change

- Develop ways to communicate how we lead the way on climate change as an arts venue.
- Examples include: use of signage, digital screens, and social media stories to show real-time or monthly updates on sustainability milestones (e.g. energy saved, waste diverted, community workshop stats).
- Developing partnerships in the promotion of the climate action initiatives.

Sustainability

Sustainability is at the core of everything that Siamsa Tíre does, from sustaining our cultural artistic traditions, architectural heritage, contemporary arts and sense of community through to the impact that we make on our environment and the planet.

Whether through our carbon footprint, our impact on the world's rich biodiversity, or the pollution of air, soil and water, we leave our mark. Reflecting a growing desire to protect what is precious for future generations, Siamsa Tíre continues its efforts to Green, aiming to reduce our impact on the environment and create a more sustainable future. Find out about our [certification](#) as Ireland's first Green certified theatre and the award we were thrilled to receive from [Julie's Bicycle](#).

Our Climate Action Policy adheres to the three Sustainability pillars of the Sustainable Development Goals: Environmental, Social and Economic, as outlined in the rest of this report.

1. ENVIRONMENTAL SUSTAINABILITY

1.1. Water Management

Effective water management is a growing priority in our environmental strategy. In line with *SDG 6: Clean Water and Sanitation*, we are committed to reducing water waste and improving water efficiency across our operations.

In 2024, we undertook extensive leak repairs throughout our building to prevent unnecessary water loss. Looking ahead to 2025 and 2026, we will focus on upgrading plumbing systems, with a particular emphasis on improving water efficiency in our public toilet facilities (pending funding).

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As part of our Green certification efforts:

- We replaced small decorative planters with **larger, water-retentive planters** to make better use of natural rainfall and minimise water evaporation.
- We installed a **water butt** to collect rainwater for use on plants, although this was unfortunately damaged during recent storms and is scheduled for replacement.

These ongoing improvements reflect our commitment to responsible water use, both indoors and in our outdoor spaces, and to continuously enhancing our environmental performance.

1.2. Climate Action - Emissions & Waste Management

In alignment with *SDG 13: Climate Action*, we are committed to reducing our environmental footprint through responsible waste management and energy use.

As part of our Waste Policy, we initially set a goal to recycle a minimum of 30% of our waste in 2018. Thanks to strong staff engagement and operational changes, we exceeded this goal by achieving a 50% reduction in waste to landfill compared to 2017. We continue to work toward a long-term objective of zero waste to landfill, guided by the waste hierarchy: Reduce, Reuse, then Recycle. Recycling bins are now widely available throughout the building, supporting behavioural change across staff and visitors.

In terms of emissions reduction, we made significant progress in the early years of our sustainability journey by:

- Replacing our oil-based heating system with a more energy-efficient air-to-heat/cooling system.
- Switching to a sustainable energy provider.
- Installing LED lighting throughout the building, with plans to complete the transition on our stage lighting once the appropriate technology becomes available.
- Composting food waste

Siamsa Tíre is also proud to be a member of the **GLAN initiative**, reinforcing our commitment to collective climate action and continuous improvement.

These combined efforts demonstrate our proactive role in tackling climate change while striving for a greener, more sustainable future in the arts.

1.3. Biodiversity

In support of *SDG 15: Life on Land*, Siamsa Tíre is committed to protecting and promoting local biodiversity through on-site initiatives, education, and community partnerships.

Our Biodiversity Area, located adjacent to the Siamsa Tíre car park and made possible through support from Kerry County Council, features three hand-crafted bird boxes designed by local artist Nik Taylor. These were created as part of our Percent for Art scheme, funded through energy upgrade grants from the Department of Culture, Heritage & the Gaeltacht and the SEAI.

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To protect and enhance biodiversity:

- We observe "No Mow May" and have ceased the use of chemical herbicides on pathways and green spaces, encouraging the return of native wildflowers and pollinators.
- We host seasonal biodiversity workshops, such as those facilitated by Niamh Ní Dhúill, with plant surveys carried out by Jessica Hamilton (The Kerry Branch of the Botanical Society of Britain and Ireland). Her surveys in 2018 and 2019 documented a growing number of plant species on site.

Moving forward, we are expanding our efforts with the following:

- Seasonal activities such as guided nature walks and citizen science workshops, open to the public and school groups
- Update and add interpretive signage in the Biodiversity Area to educate visitors about local flora, fauna, and the importance of pollinator-friendly practices
- Collaborations with local schools and youth groups to involve young people in planting, habitat monitoring, and biodiversity-themed creative projects, integrating environmental learning into our arts education and outreach.

Through these efforts, Siamsa Tíre aims to serve not only as a cultural venue but also as a living example of how the arts can intersect meaningfully with environmental stewardship and education.

2. SOCIAL SUSTAINABILITY

2.1 No Poverty

As a charitable organisation, one of our core commitments is to address social inequality and support *SDG 1: No Poverty* by making the arts accessible to all, regardless of financial circumstance. We actively work to remove economic barriers to participation in cultural activities by:

- Offering a **tiered pricing model** to accommodate a broad range of income levels.
- Hosting a **variety of free public events**, ensuring that cost is not a barrier to cultural engagement.
- **Collaborating with local charitable organisations** and community partners to provide complimentary tickets to marginalised individuals and families who might not otherwise have the opportunity to access paid arts experiences.

By embedding equity and inclusion into our programming and outreach, we contribute to the wellbeing of underserved communities, recognising that access to the arts is both a cultural right and a pathway to improved quality of life.

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2.2. Zero Hunger

To support both environmental sustainability and social equity, we are committed to minimising food waste from our meetings, conferences, and large-scale events. In line *with SDG 12: Responsible Consumption and Production* and *SDG 2: Zero Hunger*, we work with local charitable organisations—including *Food Share Kerry*, *Tralee Resource Centre*, and the *Women’s Shelter*—to redistribute surplus food that would otherwise go to waste.

This initiative not only helps reduce our environmental footprint but also contributes to tackling food insecurity in our local community and marginalised groups, ensuring that excess resources are used to support those most in need.

2.3 Quality Education

Siamsa Tíre has a long history of providing quality educational opportunities in the arts. Aligned with *SDG 4: Quality Education*, Siamsa Tíre is dedicated to providing inclusive, equitable, and high-quality educational opportunities in the arts for people of all ages and backgrounds. We are committed to fostering lifelong learning and enhancing wellbeing through creative engagement.

Our programme includes a diverse range of events and learning opportunities that:

- Serve participants from **early years through to older adults**, with a focus on both artistic training and wellbeing through the arts.
- Are made accessible through **free or discounted rates**, particularly for children, older people, and those who are unwaged or experiencing financial hardship.

We actively **partner with local schools** and educational institutions to:

- Offer free or subsidised artist talks, workshops, and performances that complement and enrich classroom learning.
- Support arts engagement as part of the wider educational experience, promoting creativity, critical thinking, and emotional literacy in young people.

By embedding accessibility and inclusion into our education strategy, we aim to ensure that the transformative power of the arts is available to everyone in our community—supporting both cultural development and social equity.

2.4. Gender Equality

At Siamsa Tíre, we recognise that environmental issues affect women and men differently, and that each brings unique perspectives, roles, and knowledge to environmental management and cultural sustainability. In alignment with *SDG 5: Gender Equality*, we are committed to ensuring that our environmental policies, programmes, and decision-making processes are inclusive, equitable, and gender-responsive.

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As a theatre and arts centre, we are uniquely positioned to:

- **Integrate gender-sensitive approaches** into the design and delivery of our environmental initiatives, ensuring they reflect and respond to the specific needs, experiences, and priorities of both women and men.
- **Empower our staff, artists, and community partners** by providing access to training, resources, and opportunities that support equal participation in environmental leadership and decision-making.
- **Acknowledge and elevate women’s contributions** to environmental stewardship, particularly in areas such as community engagement, conservation, and sustainable practices within the arts.

We will also:

- **Allocate environmental budgets** in a way that supports gender equality and considers differentiated impacts.
- **Track and assess the gendered effects** of our environmental programmes and policies to ensure continual improvement and inclusive outcomes.

By embedding gender equality into our environmental strategy, we aim not only for more just and effective outcomes, but also to contribute to a cultural sector that leads by example in equity, inclusion, and sustainability.

2.5 Good Health & Wellbeing

In alignment with *SDG 3: Good Health and Wellbeing*, Siamsa Tíre is committed to promoting and protecting the physical and mental health of our staff, clients, artists, and audiences, ensuring that wellbeing is integrated into our environmental and organisational practices.

Our approach is rooted in the belief that a healthy, supportive environment is essential for a thriving cultural space. This includes:

- **Maintaining rigorous cleaning protocols** to reduce illness and protect vulnerable groups—an approach first strengthened during the COVID-19 pandemic and sustained as part of our standard operations.

- **Supporting the mental health** of our staff through access to wellbeing services provided via our HR partner, The HR Suite, including confidential advice, mental health resources, and professional support.
- **Programming arts and wellbeing** initiatives that promote emotional resilience, community connection, and personal development, with events that are inclusive and intergenerational.
- Ensuring our building is a **safe and welcoming environment**, through air quality management, accessibility measures, and a commitment to equity and respect.

By integrating health and wellbeing into our environmental policy, Siamsa Tíre continues to build a space where both people and the planet are cared for—reflecting our holistic approach to sustainability.

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2.6 Energy Management

We recognise that energy usage is one of the principal contributors to Climate Change and we are committed to reducing our carbon footprint through both infrastructural improvements and behavioural change, in alignment with *SDG 7: Affordable and Clean Energy* and *SDG 13: Climate Action*.

With funding support from the Sustainable Energy Authority of Ireland (SEAI) under the Better Energy Communities initiative, and the Department of Culture, Heritage & the Gaeltacht, we completed a series of energy upgrades, including the installation of solar PV panels on our roof. These upgrades significantly reduce our dependence on fossil fuels and enhance our building's energy efficiency.

Key components of our energy management policy include:

- **Using 100% renewable electricity** supplied by SE Airtricity.
- **Promoting energy-conscious behaviours** among staff, such as turning off lights, equipment, and heating systems when not in use.
- **Continuous monitoring and assessment** of energy usage to identify areas for improvement.
- **Staff training and awareness programmes** to embed sustainable energy practices throughout the organisation.

We also engage our visitors in these efforts by:

- Installing **informational signage** throughout the building to encourage energy-saving behaviours (e.g. turning off taps, minimising heating loss, and using resources responsibly).
- Using our role as a cultural hub to **raise awareness** of climate-related issues and inspire positive change through workshops and events that promote the principal reuse, recycle and re? workshops.

By combining technology, training, and community engagement, we are taking meaningful steps toward long-term energy sustainability within our operations and the broader arts sector.

2.7 Sustainable cities and communities

Siamsa Tíre is committed to contributing meaningfully to a more sustainable, equitable, and inclusive Tralee, both through our operations and our cultural programming, in alignment with *SDG 11: Sustainable Cities and Communities*,

From the outset, sustainability has been central to our identity. Our venue was constructed using materials and design elements inspired by traditional Irish building methods, and our ongoing efforts have earned us international recognition as **Ireland's first certified Green Theatre**. Through a combination of practical policies and community engagement, we aim to serve as a model for how arts organisations can help shape more sustainable urban communities.

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Key contributions to sustainable urban living include:

- **Environmental Infrastructure and Local Impact**
 - Implementation of policies focused on reducing environmental impact through energy efficiency, waste reduction, and sustainable water management.
 - Restoration and preservation of green spaces and biodiversity habitats surrounding our building.
 - Support for the circular economy through creative programming such as the Junk Couture exhibition, upcycling workshops, and partnerships with local suppliers for our bar and snack bar.
- **Sustainable Transport and Mobility**

Recognising the impact of travel on our carbon footprint, we have undertaken several key actions:

- Conducted detailed audience and staff travel surveys (2018-2019 and again in 2024) to understand how people travel to and from our venue and to identify opportunities to reduce emissions.
- Implemented strategies such as:
 - **Remote/hybrid working** for staff to reduce commuting.
 - **Carpooling initiatives** for patrons and staff.
 - Provision of **secure bike parking** for staff and plans to expand facilities for visitors.
 - Support for **electric vehicle use**, with **EV charging points for staff** and additional access via nearby public facilities (e.g. Brandon Car Park).
 - Promotion of **virtual meetings and online collaboration tools** (Teams, Zoom, Google).
 - **Encouragement of public transport**, supported by our venue's proximity to national bus and rail services.

Through these initiatives, Siamsa Tíre not only reduces its own environmental footprint but also contributes to a more liveable and sustainable Tralee. We continue to develop our infrastructure, partnerships, and programming to further promote environmental awareness and social equity across the community.

2.8. Peace, justice and strong institutions

While *SDG 16: Peace, Justice and Strong Institutions* is primarily driven at the governmental level, Siamsa Tíre recognises that local organisations have a vital role to play in fostering transparency, inclusion, and accountability within their own spheres of influence.

As a publicly funded arts venue and a trusted institution within Tralee, we are committed to upholding values of fairness, integrity, and civic participation in our environmental practices.

Our contribution to SDG 16 includes:

- **Full compliance with environmental legislation** at local, national, and international levels, ensuring our operations meet the highest regulatory and ethical standards.

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- **Active inclusion of stakeholders**—including local communities and marginalised groups—in our environmental planning and decision-making. Our customer surveys (conducted as part of our sustainability review) have provided valuable feedback, which we are committed to acting on in the year ahead to ensure our policies remain equitable, responsive, and community-driven.
- **Support for sustainable livelihoods in the arts**, by offering environmentally responsible opportunities for artists, staff, and creative practitioners to contribute meaningfully to both cultural and environmental goals.
- **Promotion of responsible tourism**, by engaging visitors in sustainable practices during their time at our venue and working to minimise the environmental impact of our cultural offerings on the local area.

Through these actions, Siamsa Tíre aims to foster a culture of environmental justice and good governance, contributing to stronger institutions and a more sustainable and peaceful community.

3. ECONOMIC SUSTAINABILITY

3.1 Decent work and economic growth

In support of *SDG 8: Decent Work and Economic Growth*, Siamsa Tíre is committed to achieving economic growth while minimising our environmental impact, by embracing resource efficiency, renewable energy, and circular economy principles. We believe that cultural institutions can lead by example in fostering green, inclusive, and fair workplaces.

Our commitment is reflected in the following key areas:

- **Green Jobs and Sustainable Industries**
By switching to **SE Airtricity**, a 100% renewable energy provider, we support the growth of **sustainable energy industries** while reducing our own environmental impact.

All future **building upgrades and construction projects** will align with our greening policies, ensuring that infrastructure investments promote environmental responsibility and resource efficiency.

- **Fair Labour Practices and Social Protection**

In partnership with an external HR consultancy, we uphold fair pay, safe working conditions, and social protection for all staff. Artists and contractors are treated with equal fairness and respect—please see our [Artist Remuneration Policy](#) and [Safe to Create](#) for more details.

- **Sustainable Resource Management**

As outlined in earlier policy sections, we are actively managing our water, energy, and waste to reduce our environmental footprint, while enhancing biodiversity around our venue.

- **Promoting Sustainable Consumption and Production**

We encourage audiences and clients to engage sustainably with our services—minimising energy use, reducing waste, and embracing reuse. Our policies guide

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theatre makers to create sets, costumes, and props using environmentally conscious materials and methods.

- **Investing in Education and Training**

We provide regular training and resources to staff and collaborators to ensure they have the knowledge and skills needed to implement our greening initiatives effectively. This continuous learning culture helps embed sustainability into all aspects of our work and planning.

Through these combined efforts, Siamsa Tíre is fostering a model of decent work, responsible growth, and environmental leadership within the Irish cultural sector.

3.2 Industry, Innovation and Infrastructure

While **SDG 9: Industry, Innovation and Infrastructure** is primarily driven by national and regional policy, Siamsa Tíre recognises its responsibility to contribute at the local level by **developing and maintaining quality, reliable, and sustainable infrastructure** that supports both cultural engagement and environmental stewardship.

As a cultural venue and centre for the arts, our contribution to SDG 9 is grounded in:

- **Ongoing investment in sustainable infrastructure**, with a long-term plan to upgrade and future-proof our building using environmentally responsible materials and technologies.
- Ensuring our facilities are **efficient, accessible, and resilient**, reducing our environmental footprint while supporting our artistic and community programming.
- Supporting **innovation in the arts**, particularly where it intersects with sustainability—such as showcasing creative responses to climate change, environmental awareness through programming, and experimenting with circular economy principles in set design, exhibitions, and operations.

- Working with funders, suppliers, and partners to embed **sustainable design principles** into all infrastructure upgrades.

Through these efforts, we aim to ensure that Siamsa Tíre remains a **durable, forward-thinking cultural institution** that contributes meaningfully to a more innovative and sustainable local community.

3.3 Reduced inequalities

Siamsa Tíre is committed to ensuring that our environmental and cultural initiatives are accessible, inclusive, and equitable for all individuals, regardless of income, background, or identity, in alignment with *SDG 10: Reduced Inequalities*.

Building on our commitments under *SDG 1: No Poverty*, we actively reduce income-based barriers through:

- A tiered pricing structure and a broad range of free events, ensuring that everyone has access to the arts, regardless of their financial situation.

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- Complimentary ticket programmes in partnership with local charities, supporting marginalised groups who might otherwise be excluded from cultural participation.

We also ensure that:

- All visitors have equal opportunities to engage with our services, contribute to our decision-making processes (e.g. through feedback surveys), and feel represented in our work.
- Our programming is continuously reviewed and developed to reflect the diversity of our audiences, with content that speaks to a wide range of experiences and identities.

To support a safe, welcoming, and equitable environment, we refer stakeholders to our relevant policies:

- [Equality, Diversity and Inclusivity Policy](#)
- [Safe to Create](#)

These frameworks support the wellbeing, dignity, and creative participation of all staff, artists, and visitors.

Siamsa Tíre is committed to actively dismantling barriers to access and representation, ensuring our environmental and artistic work serves as a platform for equity and inclusion across our community.

4. Partnerships

In alignment with *SDG 17: Partnerships for the Goals*, Siamsa Tíre recognises that achieving meaningful progress across all three pillars of sustainability—**environmental, social, and economic**—depends on strong, strategic partnerships.

Throughout this policy, we have outlined how our work is supported and enhanced by collaborations with:

- **Public sector bodies** such as Kerry County Council, SEAI, and the Department of Culture, Heritage & the Gaeltacht;
- Environmental groups including Transition Kerry and Tidy Towns;
- **Local charities and community organisations**, including Food Share Kerry and Tralee Resource Centre;
- **Schools and educational institutions**, supporting access to environmental education through the arts;
- **Artists and creative professionals**, who help embed sustainability into our programming and practices.

These partnerships are central to both our strategic planning and the implementation of our environmental actions. Looking ahead, we are committed to deepening and expanding our collaboration network to:

- Share knowledge and resources;
- Support **local and regional environmental initiatives**;

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- Co-create programmes that drive community engagement and sustainability awareness.
- By working together, we can **amplify our impact**, ensure our policies remain responsive and inclusive, and help shape a more sustainable and resilient cultural sector.

We have an extensive partnership with Fáilte Ireland - we are now working closely with to update our policies and action plans through its' Climate Action programme.

Conclusion

At Siamsa Tíre, we understand that the responsibility to protect our environment is ongoing and shared. This Environmental Policy outlines our commitment to embedding sustainability across all areas of our organisation—from operations and infrastructure to programming, education, and community engagement.

As Ireland's first certified Green Theatre, we are proud of the progress made, but we are equally aware of the work still to be done. We will continue to assess, adapt, and innovate to reduce our environmental impact and promote a more sustainable future—locally, nationally, and globally.

We welcome collaboration with individuals, organisations, and partners who share our vision. Together, we can ensure that the arts remain not only a source of inspiration and connection, but also a force for positive environmental change.

