



Environmental Responsibility Policy 2023-26

About us

Wessex Museums is a consortium of the principal accredited museums of Dorset and Wiltshire: Poole Museums, Dorset Museum, The Salisbury Museum, Swindon Museums and Wiltshire Museum.

Wessex Museums exists to ***build the resilience and relevance of the partner museums*** and others across Dorset and Wiltshire, and our mission is ***to support museums to connect, inspire and add value to peoples' lives***. This is a partnership led by our shared vision of ***museums thriving through collaboration***, and our values of:

- ***Collaboration*** – Seeking every opportunity to work meaningfully together, building on our different strengths and recognising that these create vital and creative tension.
- ***Inclusion*** – Valuing peoples' differences and working to ensure fairness in all we do, to support diverse people to work and engage equitably with us.
- ***Innovation*** – Together we are brave and creative in our approach to resilience, seeking opportunities for real innovation that will help to support our organisations and communities.
- ***Sustainability*** – Achieving real impact and longevity through our work, by doing things well and sustaining them. We will minimise our impact on the environment.

Strategic Context

Environmental Responsibility is embedded within our strategic plan 2019-2023. It sits within our strategic aim to **Build Resilience** with an action to:

Respond to the climate emergency by reducing our environmental impact.

The outcome of this work is that:

- Museums are actively responding to climate emergency in their communities
- Museums have a better understanding of their carbon footprint and measure they can take to reduce it.
- Museums reduce their carbon footprint, making them more sustainable.

This policy builds on the Wessex Museums Partnership Environmental Policy and Plan 2019/20.

Our policy has the following key characteristics:

1. Universality: **it applies to all** people at all levels of our organisations – every member of our team will be asked to embed environmental sustainability within their area of work;
2. Inclusiveness: as community leaders we aspire to ensure that **every member of society can play a part**, and be provided with opportunities to do so, as is their right;
3. Partnership: By working **in partnership** we will have greater impact.

“We need to have a movement that is willing to let everyone SPEAK, to create space to LISTEN to different voices, to be CHALLENGED.”

- Talisa M. Soto Krentzien

Wessex Museums for the next generation

“In 7 years the planet will reach the point of no return. We must ACT NOW.”

- Ammr Mohamed Abdel Sayed

The global ecological crisis is ever worsening and momentum for active and meaningful change is building, both professionally and personally. We recognise a museum’s responsibility to provide an accessible platform that not only informs and educates but also helps facilitate direct action. COP26 cemented a global awareness that we have now reached the moment we must act to prevent catastrophic and irreversible change to the world’s climate and environments, a change provoked by the impact of human activity on earth.

As a result, we have developed a policy framework that reflects our joint understanding and recognition of the global situation but concentrates our efforts on a local and realistically achievable scale so that we can actively bring about positive change. Embedded within our policy are ways to engage and encourage staff at all levels of the organisation to take ownership for environmental improvements within their own areas of work. We continue to look at ways that we can improve the sustainability of our buildings and operations as well as using our platform to encourage our partners and audience to participate in our journey through engaging events programmes within our communities.

Our overarching ambition is that we become the catalyst for change in our communities, in our region and in our sector. Together we will:

- Learn about our impact on the environment.
- Work in partnership to seek the solutions that will shape the future of our planet.
- Lead the way by changing our everyday habits whilst striving to become carbon neutral ahead of the UK target of 2050.

Our Framework

“sustainable development is development [activity] that meets the needs of the present without compromising the ability of future generations to meet their own needs”

- Bruntland Commission, 1987

We believe that we have three areas of impact in the fight to halt human induced climate change: **Place, People and Programme**. We will develop regular monitoring and clear annual reporting on a range of sustainability measures. Progress of this plan will be reviewed annually.

| Place (Our Area) | Programme (Our community) | People (Our Organisation) |
|--|--|--|
| Work with our Local Authority to support the achievement of their Net Zero Carbon target | Enable our communities to learn about how the natural world has changed over time including the impact that humans have made on the planet – globally and locally. Offer opportunities for co-curation and co-production of our programme. | Work with staff across our partnership to seek solutions to sector specific issues in areas such as collections management and temporary exhibitions |
| Be an advocate for climate action and sustainability in our region, supporting other organisations through sharing knowledge, resources and best practice. | Engage and inspire people to take direct action to effect change. | Embrace the use of the Carbon Literacy Toolkit to provide training for staff and volunteers. |

Our partnership commitments:

Plan/Action/Change

| | | |
|-------|--|--|
| Place | Improve our buildings | <p>Address the small issues that have a big impact e.g. insulation, heating use, LED lights etc. to improve energy consumption</p> <p>Embed environmental improvement such as solar panels, double glazing, shutters on windows and climate resilience improvements within redevelopment projects.</p> <p>Make use of garden's and green spaces within our sites</p> |
| | Not be wasteful of resources | <p>Improve reduce/reuse/recycle rates across the partnership E.g. Implement practice to reduce the waste produced through temporary exhibitions and learning activities.</p> <p>Seek alternatives to single use items such as gloves used in collections management.</p> <p>Reduce energy wasted through operational practices e.g. turn off lights, not wasting heat etc.</p> <p>Use the Pilio data to understand where improvements can be made to energy consumption.</p> |
| | Be champions of environmental best practice | <p>Investigate and make recommendations for how the partnership can be carbon neutral, ahead of the UK target of 2050. (BCP target to be carbon neutral by 2030)</p> <p>Investigate suppliers of goods and services to ensure their compliance with environmental legislation and codes of practice.</p> <p>Ensure that procurement of goods and services includes environmental sustainability – above and beyond the basics.</p> |

Influence/Advocate

| | | |
|-----------|-------------------------|---|
| Programme | Communities & Audiences | <p>Inspired by the collections, develop and co-curate programming (exhibitions, talks, workshops, schools' activity) that raises awareness of environmental issues and influences audiences to adopt new behaviours.</p> <p>Support audiences in dealing with climate anxiety.</p> <p>Understand better how audiences travel to our sites and look for opportunities to influence greener travel opportunities.</p> |
| | Partners (external) | <p>Partner with Higher Education and Universities to provide research and use of collections for research purposes</p> <p>Work with community groups to promote change and help the local area reach its sustainability goals</p> |
| People | Partners (internal) | <p>Share best practice from green aspects of redevelopment projects</p> <p>Share learning and best practice across the partnership</p> <p>Continued use of digital technology to reduce travel and printing costs across the partnership.</p> |
| | Staff & Volunteers | <p>Include staff at all levels of the organisation in development and implementation of environmental responsibility work.</p> <p>Support staff to champion environmental improvements in their own areas of work.</p> <p>Carbon Literacy Training and certification scheme rolled out in our organisations.</p> <p>Keep staff and volunteers informed and motivated through newsletters, skills sharing, training and talks.</p> <p>Supporting colleagues in dealing with climate anxiety.</p> |

Governance and review

This framework has been produced by the Wessex Museums Environmental Responsibility Working Group who report to the Wessex Museums Trust Board. The working group comprises of one nominated person from each of the partner museums and one representative from Wessex Museums Trust. The Framework was adopted on *17th March 2022.

Based on this framework, each partner will produce a detailed action plan with targets by *date tbc

The Environmental Responsibility Working Group has oversight of the framework and delivery of the action plan. The group will meet quarterly to monitor progress and share best practice.

“I will leave the planet a better, healthier place so that children growing up don’t have to live through the same worry.”

- Sajar Aryal

Wessex Museums Trust - Environmental Responsibility Action Plan (Jan 2024)

| Wessex Museums Trust | | | |
|----------------------|---|--|--|
| Theme | Item | Action | Date |
| Place | Improve our Buildings <ul style="list-style-type: none"> • Small change big impact • Environmental improvements • Green spaces | <ul style="list-style-type: none"> • Provide leadership and support for energy monitoring and data analysis in our partner museum buildings. | Nov 2023 onwards |
| | Not waste resources <ul style="list-style-type: none"> • Reduce/Ruse/Recycle • Single use items • Reduce energy wastage | <ul style="list-style-type: none"> • Develop green guidelines for home working policy. • Develop evaluation methodology for carbon emissions of partnership temporary exhibitions. • Develop green marketing policy for WMT. | Dec 2024 |
| | Be champions of best practice <ul style="list-style-type: none"> • Carbon Neutral • Suppliers & procurement | <ul style="list-style-type: none"> • Environmental Action Plan agreed by WMT Board and reviewed annually. • WMT Environmental Action Plan published on website. • Research into carbon neutrality for WMT, including digital footprint, carbon offsetting. • Transfer WMT bank account to provider without links to fossil fuel companies. • Review Ethical Fundraising Policy to include clause regarding fossil fuel companies. • Develop environmentally responsible procurement standards for all WMT contracts. • Include carbon footprint in annual impact reports. | Jan 2024 / annually Feb 2024 Mar 2024 By June 2024 April 2024 April 2024 Sep 2024 and on-going |
| Theme | Item | Action | Date |

Wessex Museums Trust - Environmental Responsibility Action Plan (Jan 2024)

| Theme | Item | Action | Date |
|-----------|--|---|--|
| Programme | <p>Communities & Audience</p> <ul style="list-style-type: none"> • Develop programmes • Support for climate anxiety | <ul style="list-style-type: none"> • Deliver partnership programming on environmental themes, to advocate and inspire changes in behaviour. • Communicate environmental impact and efforts to reduce emissions of partnership exhibitions in a meaningful way to audiences. • Environmentally responsible themes explored through partnership programmes. | <p>Feb 2024 / on-going</p> <p>Dec 2024 / on-going</p> |
| | <p>Partners</p> <ul style="list-style-type: none"> • Research partnerships • Partnerships with local and community organisations | <ul style="list-style-type: none"> • Link with Design Museum on environmentally responsible temporary exhibitions. • Build environmental sustainable criteria into exhibition build specification for Folk and future partnership exhibitions. • Develop methodology to track carbon emissions of partnership touring exhibitions, using Folk as a case study. | <p>On-going</p> |

Wessex Museums Trust - Environmental Responsibility Action Plan (Jan 2024)

| People | Partners <ul style="list-style-type: none"> • Share learning & best practice • Digital working practices | <ul style="list-style-type: none"> • WMT signposts partner museums to training, resources and best practice. • ER item in Wessex Museums newsletter, including green campaigns. | Ongoing |
|--------|---|---|--|
| | Staff & Volunteers <ul style="list-style-type: none"> • Individual staff goals across all departments • Carbon Literacy training • Communications • Support for Climate Anxiety | <ul style="list-style-type: none"> • WMT staff become carbon literacy certified. • Environmental Champion Trustee on WMT Board. • Environmental responsibility criteria is included in all WMT job descriptions. • Role specific environmental actions are included in WMT staff workplans and appraisals. • Environmental Responsibility Working Group is re-established. • Develop green travel policy for employees. • Maintain business travel spreadsheet and analyse as part of carbon assessment for WMT. | June 2024 Achieved Apr 2024 Apr 2024 Achieved Dec 2024 Ongoing |
| | <ul style="list-style-type: none"> • Audiences | <ul style="list-style-type: none"> • External communications strategy to advocate for WMT's approach, work, achievements around Environmental Responsibility. <ul style="list-style-type: none"> ○ Website ○ Newsletters ○ Social Media ○ Digital Exhibitions ○ Advocacy events | Plan in place by May 2024. |