

Citymoves Dance Agency SCIO – Environmental & Sustainability policy

- Approved by E&S Working Group on behalf of Citymoves staff: 26/08/25
- Approved by Citymoves Board: TBC
- Next review: August 2027

Context

Citymoves is developing its Environmental & Sustainability Policy in a unique context: the oil and gas industry has a long history in the region, attributing to its socio-economic growth from the 1970s until the beginning of its downturn in 2014 (1). Despite the downturn, its impact is still significant in the North East of Scotland: in 2021, more than 65,000 oil and gas jobs were reported to be based across Aberdeen and Aberdeenshire (2). Oil and Gas industries, Green Energies, Energy Transition, Climate Innovation and Climate Justice are of interest to many of Citymoves participants, artists and audiences and impact directly or indirectly on the communities we work with and the funders and stakeholders we engage.

As a coastal city in a remote location, Aberdeen is particularly at risk from climate change and its impacts. The effects of climate change are already being felt, with named storms and Met Office warnings becoming more common. The operational impacts of this are already being felt by Citymoves, with storms and extreme weather impacting day to day and festival delivery.

The organisation collects limited environmental and sustainability data. The reasons for this are multiple and interrelated – team capacity, changing asks from funders, limited control of a rented space, and that this is not yet fully embedded in individual role descriptions. There is both an economic and environmental imperative for change and Citymoves is making progress. Reporting to Culture for Carbon Scotland is increasing year on year and this policy sits alongside an E&S Action Plan, an Ethical Fundraising Policy and a Business Plan engaging with environmental responsibilities and an understanding of the ethical and financial imperative of making measurable reduction in carbon emissions.

Aberdeen City Council has set out a pathway and action plan towards net zero and climate resilient Council assets and operations by 2045 (3). Creative Scotland is taking actions to achieve net zero in its operations by 2030 and to help address the climate emergency that we all face (4). Citymoves remains in receipt of core funding from both organisations and is committed to working with them to act towards these aims.

Creative Scotland are clear in their annual plan for 2024-45 that “There can be no economic sustainability without environmental sustainability” and that engaging with the climate crisis is part of ongoing commitments to wider sustainability and Scotland’s aims to develop a wellbeing economy (5)

Our Policy Vision

Citymoves strives to be an agent for change and to lead positive impacts through dance in the North East of Scotland.

Our vision is for Citymoves to be an agent for developing sustainable practice, changing behaviours (both internally and externally), raising awareness, and providing opportunity for our diverse communities to connect and learn about the Climate Crisis, Oil and Gas industries, Green Energies, Energy Transition, Climate Innovation and Climate Justice.

Our Commitment

We commit to:

- Holding ourselves accountable by publishing our Environmental Policy on our website
- Monitoring and evaluating our progress: through our E&S Action Plan; Culture for Carbon Scotland reporting; and our Environment and Sustainability Working Group
- Communications: communicating our commitment to staff, suppliers and stakeholders through our membership of the Green Arts Initiative and through our other processes and policies
- To ensuring that the climate impact of our decisions is always considered, reduced and mitigated wherever possible

Implementation

The Citymoves E&S Action Plan spans 2025 to 2028. E&S Actions are reviewed annually at the Citymoves Board Away Day. Targets are set to align with the Citymoves' Business Plan and agreed by the Board.

We recognise that we can make positive change across a range of areas.

Citymoves has developed an action plan and business plan to develop diverse areas of Citymoves' business model sustainably in relation to, but not limited to:

- Building use and management
- Artistic Programming
- Procurement/Operations
- Participation and Audiences
- Governance
- Marketing
- Fundraising

The E&S Action Plan is monitored by the E&S Working Group.

- (1) Reference: [Europe's oil capital - how the black gold changed Aberdeen - Aberdeen Live](#)
- (2) [Oil and gas jobs in Scotland: Where are they and what next for the industry? \(energyvoice.com\)](#)
- (3) [Aberdeen Climate and Nature Pledge](#)
- (4) [A Climate Emergency and Sustainability Plan for Creative Scotland](#)
- (5) [Creative Scotland Annual Plan 2024-25](#)