

Auto-analysis results and Action Plan

THEME	TITLE	DESCRIPTION AND OBJECTIVE	ACTION PLAN
REDUCING AND MONITORING ENERGY CONSUMPTION	LED transition	1. Transition to LED room lighting, building energy	<ol style="list-style-type: none"> 1. Replace the public lighting system with an LED system 2. Donate the old system to another theatre/institution 3. Light sensors in parts of the building that don't need lights on all the time
	LED transition	1. Transition to LED stage light (80%)	<ol style="list-style-type: none"> 1. Buy new equipment (transition to LED) 2. Replace 80% and keep 20% of the old system 3. Study/request budget for transition
	Rechargeable batteries transition	1. Full transition to rechargeable batteries	1. Replace conventional batteries with rechargeable batteries throughout the theatre
REDUCING, RECYCLING AND WASTE ANALYSIS	Reduce paper printing	1. Reduce (even more) paper printing	1. Delete all paper printouts (guides, technical riders, equipment lists, other documents)
	Analysing and managing the use of printed resources	<ol style="list-style-type: none"> 1. Room sheets 2. Surveys 3. Ticket office 4. Merchandising (tote bags) 	<ol style="list-style-type: none"> 1. Transition to digital 2. Consultation with different audiences on the best means of communication (accessibility, diversity and interest in the relevance of paper) 3. Analysing waste 4. Don't eliminate all paper
	Reducing the use of paper in bathrooms	1. The theatre's impact on the city. Excess paper that ends up in the central sewer and then clogs the external collector. The use of a dryer could reduce the impact of this paper waste, which consequently clogs the city's drains	<ol style="list-style-type: none"> 1. Replace paper towels with dryers in bathrooms 2. Raising awareness of the problem 3. Replace paper rolls with dispensers
	Reduce the use of tapes	1. Reduce the use of gaffa tape as it is the most widely used tape for markings and its consumption is very high.	1. Reduce the use of gaffa tape

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REDUCING, RECYCLING AND WASTE ANALYSIS	Improving the approach to food	<ol style="list-style-type: none"> 1. Reduce quantities 2. Improving supply 3. Improve the efficiency of the artists' bar 	<ol style="list-style-type: none"> 1. Reduce the amount of food and drink in the catering/drinks/backstage area 2. Donate leftovers/reuse non-perishables 3. Liaise with local producers/local businesses 4. Reviewing/improving the product range of the theatre's vending machine
	Reduce water consumption and pollution	<ol style="list-style-type: none"> 1. Water and energy savings 2. Reduce water pollution 	<ol style="list-style-type: none"> 1. Switching to more ecological detergents (not necessarily buying more expensive organic products, but using natural products such as blue soap, baking soda, etc.). 2. Switch to new (more efficient) washing machines
	Raising awareness and creating recycling standards	<ol style="list-style-type: none"> 1. Creating standards 2. Carry out awareness-raising activities 3. Improve signposting of recycling points 4. Increase the number of collection points by sector, by activity and by specific materials (fabrics, TNT, paints, thinners, etc.) 	<ol style="list-style-type: none"> 1. Better sorting of waste 2. Meet with those responsible for each sector 3. Different coloured bags; larger recycling bins for the stage
ENVIRONMENTAL IMPACT DIAGNOSIS	Monitoring digital impact		<ol style="list-style-type: none"> 1. The theatre must find out about the environmental dynamics behind data centres 2. Think about reducing contracted storage
	Solar energy diagnostics	<ol style="list-style-type: none"> 1. Need to diagnose the possibility of installing solar panels 	
HIRING, INTERNAL COMMUNICATION AND TEAM MANAGEMENT	Review of outsourcing dynamics	<ol style="list-style-type: none"> 1. End external recruitment in all departments 	<ol style="list-style-type: none"> 1. In-house construction and reuse of scenery 2. Maintenance and arrangement of machines/tools done in-house
	Increase in teams	<ol style="list-style-type: none"> 1. Hire more workers for departments in order to reduce workload and eliminate outsourcing 	<ol style="list-style-type: none"> 1. Increase teams to reduce pace/workload
	Structuring, clarity and management of work flows and procedures	<ol style="list-style-type: none"> 1. Better decisions 2. Standardise ways of doing things, procedures and workflows 	<ol style="list-style-type: none"> 1. Improving strategies for welcoming new employees (onboarding experience, mailing list with new employees) 2. Ensure that information circulates transversally/ horizontally 3. Define more effective communication circuits 4. Creating a solution for restructuring human resources so that there is a person responsible for quality issues and internal communication

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TRAINING AND CAPACITY BUILDING	Reflecting on and systematising learning	<ol style="list-style-type: none"> 1. Taking advantage of the learning that resulted from a different moment in the life of the theatre (construction of the new theatre + odyssey) 2. Use this learning for the future (sharing and planning) 	<ol style="list-style-type: none"> 1. Internal workshops 2. Horizontal relationships (finding strategies/formats to make this happen) 3. Complement with an external view, diagnosis of problems 4. Workshops led by external people 5. Consider the involvement of the Board of Directors and the Artistic Direction - Phase 1 - schematisation of ideas by employees Phase 2 - presenting these ideas to management
	Specialised training and environmental workshops	<ol style="list-style-type: none"> 1. To bring about a change in individual and institutional mentality 2. To increase levels of internal knowledge about environmental sustainability 3. To have someone external to bring coordination input and specialised knowledge 	<ol style="list-style-type: none"> 1. Have specialised training in the area of environmental sustainability 2. Exchanges/exchanging experiences with other theatres or organisations in other fields of the cultural sector 3. Involve the theatre's patrons (ageas, bpi, lacaixa foundation) in these training practices.
GOVERNANCE, HUMAN RESOURCES AND GUIDANCE	Implementation of standards and guidelines in the choice of materials	1. Implementation of standards or guidelines for the choice of materials by costume designers, set designers and creative teams	1. Standards or guidelines for the use/reuse of materials already in the theatre Warehouse (take stock or 'scrutinise' the new measures) Stocktaking could be included in other actions such as improving the database
	Better planning and coordination of teams and travels	<ol style="list-style-type: none"> 1. Optimisation of human resources 2. Programming: <ul style="list-style-type: none"> - People - Financial Resources 	<ol style="list-style-type: none"> 1. Planning (anticipating) the necessary visits 2. Less travelling for technical visits (relying on better riders) 3. Change in mentality regarding the intensity of the programme 4. Optimising travel/planning 5. Articulation between teams 6. Time management 7. Better conditions for travelling
	Improve purchasing strategy	1. Think about a purchasing strategy	<ol style="list-style-type: none"> 1. Having a purchasing strategy 2. Concrete intentions (avoid fragmented purchases without planning) 3. Decided budget methodology

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SELF-CARE AND WELL-BEING	Reduce and extend productions, creations and shows	<ol style="list-style-type: none"> To consume fewer resources and energy; For the well-being and balance of workers. 	<ol style="list-style-type: none"> Reduce the number of creations; Extend the seasons; Increase the average length of productions.
	Fostering a culture of participation	<ol style="list-style-type: none"> Anticipating problems; Planning and promoting liaison between sectors; Recognising and valuing everyone's opinions; Generating a balance between the programme vision and good HR management. 	<ol style="list-style-type: none"> Involve all departments Incorporate the culture of participation into the strategic vision and leadership methods; Culture of participation to be a key element/requirement in CA and DA attributions; Theatre statutes should provide for regular mechanisms for internal participation in strategic decisions; Better knowledge of legal and organisational instruments (internal regulations, statutes, conduct).
	Productivity Happiness	<ol style="list-style-type: none"> The worker's personal satisfaction Greater productivity and motivation Better work-life balance 	<ol style="list-style-type: none"> Maintaining the teleworking option Reducing the pay gap Creation of a 'happiness office' Promoting initiatives/activities or conditions that include workers' families Debating and energising the measures set out in the Equality Plan internally
CREATING AND OPTIMISING PROCEDURES	Database improvement and optimisation	<ol style="list-style-type: none"> Improved ease of consultation for creatives Furniture, props 	<ol style="list-style-type: none"> Improving and optimising the database Creation of a mission team - concerns: <ol style="list-style-type: none"> collection articulation with artistic creation circularity of materials
	Reusing and storing sets, equipment and costumes	<ol style="list-style-type: none"> Re-use of scenery and equipment Donations and loans Avoiding wasted materials 	<ol style="list-style-type: none"> Creating a warehouse for scenery, equipment, leftovers and costumes that have already been used so that they can be reused in future productions. Donation to other institutions
SUPPORT AND INFRASTRUCTURE FOR AUDIENCES, ARTISTS AND WORKERS	Create a mobility strategy	<ol style="list-style-type: none"> Mobility of audiences, artists and workers 	<ol style="list-style-type: none"> Bike parking Car parking Support for workers that use public transportation Ticket discounts for audiences that use public transportation