

# **Climate Action Policy and Plan**

## **2025 – 2028**

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## About Kids' Own

Since 1997, Kids' Own Publishing Partnership has made its mark as an innovative and forward-thinking children and young people's arts organisation and publishing house. We aim to ensure that children and young people are not only participants in cultural and artistic life but are recognised as artistic creators in their own right. We also believe that the arts are an important way for children's voices to be heard, listened to, and acted upon more widely in society.

There are two key elements to everything we do. Firstly, children and young people's voices, artistic expression, and lived experiences are central. Secondly, the value of meaningful arts practice, that creates a partnership between children and young people and professional artists, is foundational. By always ensuring we prioritise these core elements of our work, we are committing to elevating children and young people's voices and highlighting careful, considered, and collaborative arts practice as a powerful way to do this.

### Our mission

Our mission is to create projects where children and young people are heard, listened to, and responded to through meaningful arts practice with professional artists, and to amplify children and young people's voices through publishing, broadcasting, and exhibiting their artistic expressions.

### Our Values

Our Values, as set out in our current [Strategic Plan 2024 – 2028](#) which clearly delineates Kids' Own's ethos, they are: Led by children and young people (voice) We are a child and young person-led organisation, driven by their voices and artistic expression. Through professional arts practice, we enable them to discover and share their voice, continually reflecting on and seeking new ways to embed their input in our work.

### Real and meaningful partnerships (listening)

Kids' Own thrives on meaningful partnerships with children, young people, artists, and organisations. Their knowledge and experience are vital to our work, and we are committed to listening and responding in equal measure.

### Socially engaged (action)

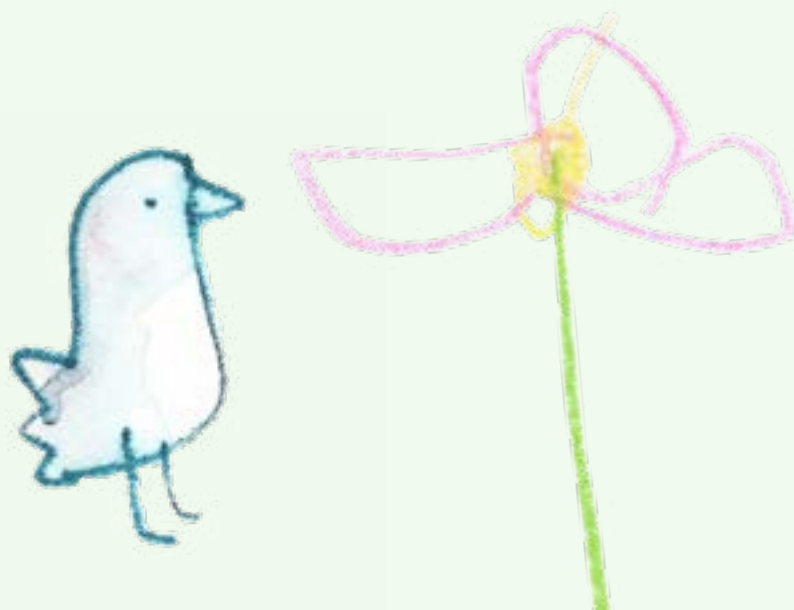
Kids' Own is an arts organisation with a heightened awareness of the different contexts and lived experiences of the children and young people that we work with. We are focused on creating change by highlighting the importance of the arts in how they are heard and valued.

### Authenticity

We aim to bring authenticity to all our work, especially in our artistic engagement with children and young people. We support artists and young people in creating genuine, reflective artwork that expresses their true selves and the viewpoint from which they see the world.

### Belonging

As we continually adapt and respond to those we work with in terms of our focus on EDI, we also want to move beyond some of the constrictions of these terms fostering a culture of belonging, where all voices are heard, included and barriers are removed. We want everyone involved—children, young people, artists, and staff—to feel valued and supported, with opportunities that are meaningful and responsive to their needs whatever the age/life stage.





**Kids' Own's vision is for a society that knows children and young people are artistic creators worthy of attention, and whose voices and creativity are intrinsically valuable.**

## Context to Climate Action Policy Development

Kids' Own connects children with professional artists through a diverse range of local, national, and international projects. We create authentic, high-quality publications by children and young people, for children and young people, in various formats including books, printed materials, digital publications, and multimedia formats such as audio and visual content. Additionally, we provide a public platform for children's work through exhibitions in galleries, libraries, museums, outdoor spaces, and beyond.

As outlined in our Strategic Plan 2024-2028, artists are central to Kids' Own. We deeply respect, value, and champion the role of professional artists in working with children. We are committed to supporting, responding to, and encouraging artists through ongoing dialogue, training and consultation. We actively seek to share our knowledge across the sector, including in our management of the Arts in Education Portal, which supports the community through a dedicated digital space and regular annual events to highlight the value of peer learning and connection.

Kids' Own is proud to be based in the Northwest of Ireland, with a small, dedicated team of six part-time staff members who work with flexible schedules. Our leased office building in Sligo town is ideally located next to the main bus and train stations, offering easy access to Dublin routes. We also share this space with the Cairde Arts Festival and two local artists' studios creating a residence for likeminded creatives

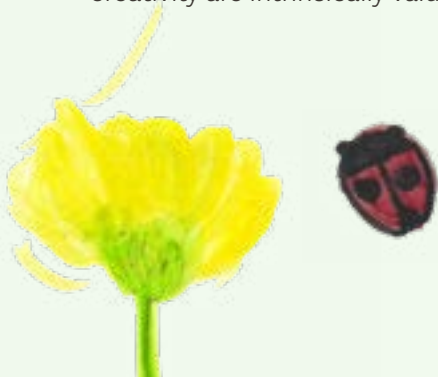
Kids' Own's vision is for a society that knows children and young people are artistic creators worthy of attention, and whose voices and creativity are intrinsically valuable.

We believe that the arts have a vital role to play in shaping cultural attitudes, inspiring collective action and providing a platform for young voices to be heard in the transition to a more sustainable future. Kids' Own has actively sought to prioritise projects that raise awareness of, and solutions to the climate emergency, with a strong social justice focus, providing a space where both young voices and artists can respond innovatively to issues. By integrating responsible practices into all aspects of our work, we strive to inform, inspire and lead by example in contributing to the systemic changes needed to build a more sustainable world for present and future generations.

In 2024, Kids' Own successfully delivered twenty projects, including two focused on climate change: ['Four Seasons in our Garden', in partnership with the Cranmore Community Co-op and funded through the Climate Action Fund](#) and ['Sprouting Seeds' in partnership with Sligo Children's Community Garden and funded by the Creative Ireland Programme.](#)

We also hosted fourteen events, featuring two exhibitions of children's artwork. Our touring exhibition, TADA, visited three venues in 2024: the FE McWilliam Gallery in Banbridge, The Jackie Clarke Collection in Ballina, and the Roe Valley Arts & Cultural Centre in Limavady. Additionally, we held a residency exhibition in partnership with St Cecilia's School at the Hawks Well Theatre in Sligo. Our community outreach included seven local events, three national publication launches, and two sectoral gatherings: the Portal Regional Day in Sligo and the National Arts in Education Portal Day conference at TU Dublin.

Throughout the year, Kids' Own published eleven publications, including four printed and five digital publications, which featured two videos. The printed publications totalled 4,600 individual copies, alongside additional printed materials for exhibitions and events.



**Our mission is to create projects where children and young people are heard, listened to, and responded to through meaningful arts practice with professional artists.**



## Our areas of Influence

Kids' Own recognises that our activities have a climate impact, not only in our core operations but throughout the entire lifecycle of our projects—from conception and planning to procurement, implementation, publication, and events. We strive to reduce our environmental impact, while actively informing, inspiring, and supporting positive change. Through our communications and marketing platforms, we will continue to utilize our voice to advocate for sustainability and drive meaningful action.

### Together with our Kids' Own Team and board, we recognize the carbon footprint of our activities:

- **Publications Impact:** volume of printed materials, paper usage, printing processes, distribution, energy required for safe storage
- **Office Building & Practises Impact:** energy consumption, heating, waste, water, business travel emissions, and procurement.
- **Digital Impact:** our website including energy consumption of web hosting, data storage, digital infrastructure, digital equipment, digital waste, and digital publications.
- **Projects and Events Impact:** non sustainable synthetic materials, waste, single-use items, packaging, use of consumables, energy consumption, catering practices, single-use packaging, plastic, polystyrene, travel, touring, marketing materials and shipping materials.

### Kids' Own is committed to informing, inspiring, and driving positive change, with a focus on:

- **Kids' Own Community:** Providing training, learning opportunities, and support, while fostering community engagement through our projects and events, Ethical procurement and commitment to our the local economy and local community. In addition, we will use our voice to communicate our commitments widely and champion positive change.
- **Kids' Own Partnerships:** Cultivating ethical partnerships rooted in advocacy and collective responsibility, working with partners whose vision and values align with our own. Continuing to seeking out projects and partners with a climate action focus.



## Progress to date

Making sustainable choices has long been a priority for Kids' Own and our community. However, we recognise that there is still much work to be done, and we are committed to continuously improving our practices to achieve a more sustainable future.

### We will continue to prioritise

**Seeking out** projects with a climate action focus such as those we have collaborated on in the last five years; The Four Seasons in Our Garden Project, The Green Futures Project, Sprouting Seeds, The Climate Action Project with Carns National Sligo with support from Sligo Environmental Network to highlight just a few.

**Embedding** sustainable office practices, such as prioritizing paperless communication, shredding non-confidential documents for home composting, composting all brown cardboard, using eco-friendly office supplies, and opting for plant-based, eco-friendly cleaning products. We also encourage the use of reusable bottles and cups, diligent waste segregation, and bringing lunch from home to minimize waste. Our commitment extends to eliminating single-use plastics, with a recognition that there is always room for improvement, such as exploring in-house composting solutions.

**Working with** suppliers who align with our climate values such as Klee Paper, a family business based in Dublin who have specialising in recycled office supplies since 1988 and who have been a supplier of Kids' Own for over ten years. Printers W&G Baird based in Northern Ireland who are members of Two Sides, a forum for sustainability in the print industry, who are IOS and the first printers in Ireland to achieve the Forest Stewardship Council accreditation.

### We have made progress

**In assessing** our publication printing impact and in 2024 utilised the printing of 'A Year in Our Garden' as a test case to explore more sustainable printing options. We have learned much through this process but there is more still to learn. Through that process we have embedded the use of FSC-certified paper in all our printed publications going forward. The FSC recycled label provides assurance that all paper we use in our book publications has been certified as genuinely reclaimed or recycled

**In measuring** our business travel impact and have collected data in 2024. We have also considered how our team commutes to work and how flexible working practices have assisted in reducing the need to travel. A quarter of our team works fully remotely, traveling to the office only when necessary, while the rest follow hybrid schedules to minimise travel. One-quarter of our team uses public transport, walking, or cycling for their commutes, while the remaining members live in remote areas with limited public transport options.

In addition, we have reviewed travel related to board meetings. For several years, 50% of our annual board meetings have been held online, effectively minimising travel-related emissions. When in-person meetings are necessary, board members prioritise the use of public transport. We have begun to use Julie's Bicycle Creative Climate Tools (CCT) to calculate our carbon footprint across our organisation, expanding on our knowledge to support us in setting annual environmental goals..



## Our Commitments to Environmental Responsibility

Kids' Own are committed to safeguarding the climate and ensuring that future generations inherit a more just, equitable, and sustainable world. As an arts organisation rooted in social justice and dedicated to empowering children and young people, we recognise the urgent need for meaningful, collective action on climate change and environmental sustainability.

We acknowledge the ongoing climate and biodiversity emergency, global inequalities, and the critical struggles for social justice. Guided by our [Strategic Plan 2024–2028](#), we respond with a deepened commitment to change, equity, and responsibility. Our work centres the voices of children and young people—especially those too often unheard—ensuring that their artistic expression is a powerful tool for change.



### The Arts as a Vehicle for Climate and Social Justice

We believe that the arts can spark change, inspire awareness, and build empathy. By supporting young people to creatively explore climate issues, we foster their sense of agency and connection to community, culture, and planet. Through our [Equality, Diversity, and Inclusion \(EDI\) Policy, and Implementation Plan](#) we ensure that children of all backgrounds and abilities are supported to be seen, heard, and represented.

Our environmental responsibility is embedded across our Climate Action Policy and Plan, our EDI Policy and Implementation Plan, and our Strategic Plan 2024–2028. These frameworks reflect our commitment to the values of justice, equity, and sustainability in all aspects of our work. In the development of this Climate Action Policy and Plan, we are clearly articulating our committed to Irish Climate legislation including the Climate Action and Low Carbon Development (Amendment) Bill 2021<sup>1</sup>, Ireland's 4th National Biodiversity Action Plan 2023-2030<sup>2</sup>. Additionally, through our Climate Action Policy, we are dedicated to meeting the objectives set out in the Arts Council's forthcoming Climate Action and Environmental Policy and the Sligo County Council Climate Action Plan 2024-2029<sup>3</sup>.

<sup>1</sup> Climate Action and Low Carbon Development (Amendment) Bill 2021 <https://assets.gov.ie/static/documents/climate-action-and-low-carbon-development-amendment-bill-2021-9b4a53e3-083a-4ee7-819c-.pdf>

<sup>2</sup> Ireland's 4th National Biodiversity Action Plan 2023-2030 <https://assets.gov.ie/static/documents/4th-national-biodiversity-action-plan.pdf>

<sup>3</sup> Sligo County Council Climate Action Plan 2024 – 2029 <https://www.sligococo.ie/Environment/ClimateAction/SCCClimateActionPlan2024-2029/>



**Our Climate Action Policy and Plan is fully aligned with our strategic aims and EDI commitments:**

- **Strategic Aim 1** Work in partnership with children and young people to make exciting, engaging, and authentic artwork and books. Our environmental and EDI commitments ensure all children can participate meaningfully in creative processes that explore climate justice and belonging. We engage children as co-creators and listeners in shaping projects that reflect their lived realities and their visions for the future.
- **Strategic Aim 2** Publish, broadcast and exhibit children and young people's artwork and voices. We are developing a sustainable publishing strategy that reduces environmental impact while expanding the reach of diverse children's voices. Climate-related content is produced in inclusive ways and shared broadly, ensuring accessibility for children across social and geographic contexts.
- **Strategic Aim 3** Urge, encourage, and support artists to be bold, authentic and brave in their collaboration with children. We invest in a diverse network of artists through training in Carbon Literacy and EDI-informed practice, supporting inclusive, bold, and environmentally conscious artistic collaboration with children and young people.
- **Strategic Aim 4** Promote and provoke a serious response to children and young people's artwork/art and voices/artistic voices. Our Climate and EDI Policies together drive our advocacy work, highlighting children's expressions on climate and justice issues as powerful contributions to public dialogue and policymaking. We promote their voices as essential to wider cultural and societal change.
- **Strategic Aim 5** Address capacity needs to sustain the development of a strong organisation. We are embedding sustainability and inclusion in all aspects of our operations—from recruitment and board development to funding applications and our relocation strategy. Our internal systems (like the Climate Action Team) ensure accountability and ongoing responsiveness to both climate and equity goals.





## Taking Action: Our Climate Commitments in Practice

This Climate Action Policy and Plan has been developed by Kids' Own to outline a clear pathway for our active contribution to a green and just transition. Central to this transition is our commitment to being actively inclusive, ensuring that we engage and collaborate with our community, including our board, team, freelance workers, associate artists, youth advisory group, suppliers, funders, and partners. Together, we will consider and communicate the environmental, social, and economic impacts of our activities, fostering collective action.

We will ensure our commitment is upheld, through ongoing engagement with key Kids' Own community members through the following actions:

- Team members receiving accredited Carbon Literacy Training and offering this training or our associate artist community.
- We will establish a Climate Action Team which meets quarterly and has representatives from our team and associate artists community.
- Sustainability added as a standing agenda item on both Team and Project Team meetings and considered as a key criterion during funding applications stage to ensure alignment with environmentally responsible practices.



## Our Priority Areas (2025–2028)

In formulating our Climate Action Policy, and our accompanying Action Plan, we have focused on each element of Kids' Own's operations and in so doing, have sought to apply a sustainable lens to all aspects of our work. We also commit to provide the sector with the support and training it needs to become more sustainable. With we have identified four priority areas for deepening environmental responsibility:

### 1 Kids' Own Publications:

We are committed to understanding and reducing the environmental impact of our publications by developing a sustainable print and digital publication plan.

### 2 Kids' Own Digital Footprint:

We are committed to developing an accredited accessible and sustainable website, minimising waste and the environmental impacts of our digital activities.

### 3 Kids' Own Projects and Events:

We are committed to having a better understanding of the climate impact of our activities/events and the associated carbon footprint, increasing our awareness, advocating for and implementing behavioural change.

### 4 Kids' Own Partnerships (Community) and Climate Advocacy:

We are committed to cultivating partnerships, fostering relationships to support action and advocacy aiming to become leaders in our sector, providing training to develop, learn and share knowledge and best practice to strengthen our collective voice.

## Looking Ahead: Sustainable Infrastructure

Kids' Own is actively seeking a new premises and plans to relocate by the end of the 2028 policy period. Our current location offers limited control over sustainable choices, and we recognise there are significant areas for improvement. We are committed to prioritizing sustainability in our search for a new home, focusing on the planned decarbonisation zone in the southeast of Sligo Town, where we already have strong partnerships. We are also exploring strategic collaborations with other small arts-based organisations to amplify our collective climate goals, spreading the cost of energy upgrades and sharing resources.

## Conclusion

In formulating our Climate Action Policy, and our environmental and EDI commitments are not side initiatives—they are central to our mission, embedded throughout our strategic priorities, and foundational to the way we work. By integrating these policies, Kids' Own leads as a child-centered arts organisation committed to justice, sustainability, and meaningful cultural participation for all.



## Action Plan

Policy Principle	Aim	Action	Responsibilities Lead / support	Timeline	Outcomes
<b>Kids' Own Publications</b>	1. Prioritise sustainable sourcing for our physically printed publications	<p>1. Build on knowledge gathered in 2024 through the printing of 'A Year in Our Garden' and continue our research in investigating sustainable printing practices and suppliers for all our printed publications.</p> <p>Question printing suppliers in relation to sustainable practices from production to distribution i.e. packaging materials, what delivery service they use etc.</p> <p>Conduct a review of Kids' Own's distribution practices of book orders – delivery service, packaging etc. and look to make sustainable changes were needed.</p>	Jo Holmwood Ciara Gallagher Emma Kavanagh Martin Corr	2025 and 2026	Development of a Sustainable Printed Publication Plan using a tiered approach
	2. Provide digital versions of all our publications	Build on knowledge gathered in 2024 and connecting with our EDI Policy & Action Plan look to develop a plan for creating eBooks and Audio books of existing and future publications.	Jo Holmwood Ciara Gallagher Emma Kavanagh Martin Corr Lorna Golden	2025 – 2028 (Timeline of current strategy)	Development of a Digital Publications Plan
	3. Reduce the number of physical printed copies of our publications	<p>Continue to assess and analyse the number of printed physical publications Kids' Own produce and set targets for reduction.</p> <p>Continue to review other printed items such as marketing materials etc. and actively reduce, prioritising digital.</p> <p>Open dialogues with project partners on print quantities moving away from a cost first approach.</p> <p>Consider accredited carbon balancing programmes once all possible reductions are made.</p>	Jo Holmwood Ciara Gallagher Emma Kavanagh Martin Corr Fiona Reilly Terry McGlynn	2025 – 2028 (Timeline of current strategy)	<p>A better understanding of the climate impact of our printed publications and their associated carbon footprint</p> <p>Establishing data to enhance decision-making and support in educating partners about our sustainability efforts</p>

## Action Plan

Policy Principle	Aim	Action	Responsibilities Lead / support	Timeline	Outcomes
<b>Kids' Own Digital Footprint</b>	1. Redesign the Kids' Own website	<p>Look to secure Stream E Funding from the Department of Tourism, Culture, Arts, Gaeltacht, Tourism and Media to redesign and rebuild our website with a focus on both accessibility and sustainability.</p> <p>Implement media and code optimisations to reduce the website's data load.</p> <p>Aim to achieve a sustainable certification for our website such as The EU Green Digital Certificate</p> <p>Switch to an eco-friendly hosting provider can significantly reduce energy consumption.</p>	Jo Holmwood Ciara Gallagher Emma Kavanagh Martin Corr	2025 – 2028 (Timeline of current strategy)	An accredited accessible and sustainable website with a reduction in carbon impact
	2. Equipment and software	<p>When purchasing digital equipment such as laptops, tablets, cameras, printers etc. prioritise reconditioned over new.</p> <p>Update our procedure relating to end-of life IT equipment so that, where possible, these are donated for re-use.</p> <p>Explore low and zero carbon technology solutions to better understand our impacts associated with the ICT equipment and digital services that we use.</p> <p>Be proactive in sharing resources with other arts organisations.</p>	Jo Holmwood Ciara Gallagher Emma Kavanagh Martin Corr Lorna Golden	2025 – 2028 (Timeline of current strategy)	Development of a Digital Publications Plan
	3. Reduce digital waste	<p>Conduct a review of the Kids' Own internal server to remove duplications that cause digital waste.</p> <p>Provide training to staff team on how to reduce digital waste</p>	Full Team	2025 and 2026	Waste is minimised and environmental impacts reduced

## Action Plan

Policy Principle	Aim	Action	Responsibilities Lead / support	Timeline	Outcomes
<b>Kids' Own Projects including collaborative book projects &amp; Events</b>	1. Art Materials	<p>Purchase art materials from companies that prioritize sustainable products such as recycled, renewable and repurposed resources.</p> <p>Conduct a review with our Associate Artists of existing materials and what are used regularly/most often – look to replace with sustainable alternatives prioritising natural materials</p> <p>Increase materials budgets across projects and encourage Associate Artists to take a sustainable-first approach when sourcing.</p> <p>Continue to prioritising reusing materials for our projects wherever possible such as in the building of our Storyhouse which was built using 99% recycled/found materials.</p>	Jo Holmwood Ciara Gallagher Emma Kavanagh Fiona Reilly Terry McGlynn	2025 – 2028 (Timeline of current strategy)	<p>Reduced environmental impact</p> <p>Encouraging environmental stewardship and sustainable practices within our Kids' Own Community</p> <p>Educating our stakeholders about our sustainability efforts</p>
	2. Assess travel and accommodation	<p>Document and conduct a review of travel for projects and events.</p> <p>Review and update our travel and expenses policies to support development of our carbon reduction plan.</p>	Jo Holmwood Ciara Gallagher Emma Kavanagh Martin Corr	2025 – 2028 (Timeline of current strategy)	<p>A better understanding of the climate impact of our activity/event travel and its associated carbon footprint</p> <p>Increased awareness and implementing behavioural change.</p>

## Action Plan

Policy Principle	Aim	Action	Responsibilities Lead / support	Timeline	Outcomes
<b>Kids' Own Projects including collaborative book projects &amp; Events (cont'd)</b>	<b>3. Prioritise green event practices</b>	<p>Continue to reuse marketing items at events such as pull ups, banners, visuals and lanyard return schemes</p> <p>Where possible use local suppliers who align with Kids' Own's ethos and climate goals.</p> <p>Continue to prioritise linking with local charities, food banks to eliminate food waste at events.</p> <p>Continue to prioritise compostable serveware or at minimum easily recyclable ware and eliminate plastic at events, no polystyrene under any circumstances.</p> <p>Continue to provide veg/vegan food options at all events.</p> <p>Continue to reduce physical printed event materials by limiting print runs of programmes and providing digital versions and focusing on digital marketing options for promotion.</p>	Full Team	2025 – 2028 (Timeline of current strategy)	<p>Increased awareness and implementing behavioural change.</p> <p>Reduction in carbon footprint</p>
	<b>4. Climate risk assessments for each project</b>	<p>Establish and conduct a climate risk assessment for each project, jointly with partners.</p> <p>In line with our EDI policy seek to develop a checklist to ensure that project venue/ location is suitable when planning with partners from both an accessibility and including sustainability lens.</p> <p>Include a section on Climate Action in each project partner agreement, including a link to the Kids' Own Policy to ensure it is considered and discussed with project partners from the outset.</p> <p>Complete our environmental impact profile on Julie's Bicycle Creative Climate Tools (CCT) to calculate our carbon footprint across our activities.</p>	Jo Holmwood Emma Kavanagh Lorna Golden Fiona Reilly Terry McGlynn	2025 and 2026	
	<b>5. Continue to actively seek to explore climate actions topics through our activities and projects</b>	<p>Seek to develop new collaborative projects with partner organisation whose work is focused in Climate Action.</p> <p>Strive to connect and become actively involved with the ATU climate forum for young people.</p> <p>Strengthen existing local and national partner relationships with climate focused communities such as the Sligo Children's Community Garden, and the Cranmore Community Co-op Garden.</p>	Jo Holmwood Emma Kavanagh Lorna Golden Fiona Reilly Terry McGlynn	2025 – 2028 (Timeline of current strategy)	

# Action Plan

Policy Principle	Aim	Action	Responsibilities Lead / support	Timeline	Outcomes
<b>Kids' Own Partnerships (Community) &amp; Climate Advocacy</b>	1. Ensure that potential funders and partners are working towards carbon neutrality and that our values around sustainability are clearly communicated	<p>Consider sustainability and environmental care when entering into relationships with potential funders and partners advocating for shared responsibility</p> <p>In line with our EDI Policy &amp; Action Plan discuss ways of working to promote both EDI and Climate Action with existing partners, including potential joint initiatives.</p>	Jo Holmwood Ciara Gallagher Emma Kavanagh Fiona Reilly Terry McGlynn	2025 – 2028 (Timeline of current strategy)	<p>Increased awareness and implementing behavioural change.</p> <p>Reduction in carbon footprint</p>
	2. Provide Training and opportunities for the Kids' Own Team & Community to grow their knowledge of climate impacts	<p>Provide carbon literacy training for the Kids' Own team and open it to Associate Artists - to build awareness, and support action and advocacy</p> <p>Develop an Artist Meet-up day with a focus on climate action and positive steps towards a greener future.</p> <p>Update all Associate Artists, freelance workers, and contractor contracts to include the Climate Action Policy to confirm Kids' Own commitment</p> <p>In line with our EDI Policy &amp; Action Plan consider climate action supports that foster sustainability and care in artistic practices when developing our new Artist Development Programme</p> <p>Establish a Bike to Work Scheme for the Kids' Own Team encouraging eco-friendly commuting</p>	Full Team	2025 and 2026	Increase awareness and encouraging environmental stewardship
	3. Be leaders in our sector, develop and share knowledge and best practice strengthening our community voice	<p>Establish a Green Day once a quarter where the Kids' Own Team and community will be invited to participate in a climate activity</p> <p>Commit to participate in Earth Day as an important annual calendar event</p> <p>Actively develop Climate partnerships to share and expand our knowledge of environmental issues by collaborating with other non-profit organisations that are focused on climate action locally and nationally such as the Sligo Climate Action team.</p> <p>Establish a Climate Action Team with representatives across our community.</p>	Full Team	2025 – 2028 (Timeline of current strategy)	
	4. Actively promote environmental responsibility and initiatives through online platforms	<p>Publish our Climate Action Policy on our website and review progress annually.</p> <p>Use our social media channels to promote information relevant to the importance of sustainability and environmental.</p>	Full Team	2025 – 2028 (Timeline of current strategy)	Increase awareness and encouraging environmental advocacy

## Monitoring & Evaluation

**This policy is a commitment to an important piece of work ahead. In order to ensure the effective implementation of the policy, we have developed the following plan for monitoring and evaluating progress.**

- Establish a Climate Action Team which will meet quarterly and has representatives from key Kids' Own community members namely, the Kids' Own team and Associate Artists
- Engage the Kids' Own Youth Advisory Group to ensure that children's voices of various ages are central to our progress and look to connect with the ATU climate forum for young people.
- Regularly provide updates to the Kids' Own Board regarding the rollout of the policy and progress made, with support from Sinéad Maguire, the Climate Action Board champion. The first meeting of the year will include a dedicated discussion on achievements from the previous year, while the last meeting will focus on prioritizing actions for the upcoming year.
- Add sustainability to all Partner Agreements and as a standing agenda item at all project meetings with partners
- Encourage the Kids' Own team to provide feedback on the implementation and review through team meetings and as part of feedback sessions on individual projects and events.
- The Kids' Own CEO will be responsible for ensuring that the Climate Policy & Action Plan is implemented. However, all employees have a responsibility to ensure that the aims and objectives of the policy and action plan are met.
- The Policy will be shared widely on our website, on our social media platforms and through all our communications.



# **Climate Action Policy and Plan**

**2025 – 2028**