



# Sustainability Policy

- (i) **Vision:** To be at the centre of Penzance's cultural regeneration.
- (ii) **Mission:** To inspire all who visit us, and transform lives in our local community, through the art and heritage of Penzance and west Cornwall.
- (iii) **Values:** We are a diverse and inclusive space for all.  
We are a place of fun and enjoyment.  
We strive for high quality and act with integrity.  
We are trusted, dependable and professional.

## 1 Penlee House Gallery & Museum Principles

- 1.1 Sustainability principles should guide the museum's day-to-day operations and its role and impact on the community.
- 1.2 Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.
- 1.3 Penlee House Gallery & Museum is owned and operated by Penzance Council. Penzance Council recognised the Climate Emergency in 2019 and voted to become an Earth Protector Town in January 2021.

## 2 Use of Resources

- 2.1 Penlee House Gallery & Museum aims to contribute towards a sustainable community by encouraging staff to purchase goods and services that cause the least harm to the environment.
- 2.2 Measures will be taken to reduce our consumption in the gallery of non-renewable resources.
- 2.3 Energy and water usage in all our activities should be restricted. We have a renewable energy supplier for our utilities
- 2.4 Penlee House Gallery & Museum re-uses and recycles gallery waste.
- 2.5 Where feasible the gallery uses recycled and renewable products from local sources.
- 2.6 Penlee House Gallery & Museum uses Fair Trade products.

- 2.7 Almost all of the Gallery's lighting has now been converted to LED, with plans to convert the remainder

### **3. Pollution/Transport**

- 3.1 Penlee House Gallery & Museum ensures, where practical, that our activities minimise the use of chemicals which are harmful to the environment.
- 3.2 The gallery will not knowingly use suppliers that do not adhere to sustainable principles.
- 3.3 The gallery will encourage staff and volunteers to walk, cycle and use public transport and car share schemes for commuting and other work- related activities, bearing in mind the special needs of disabled people.
- 3.4 Visitors are encouraged to travel via public transport and there are cycle racks outside the gallery
- 3.5 Remote meeting software is usually used in preference to in-person meetings
- 3.6 Exhibition transport is planned to be as economically and environmentally sustainable as possible.

### **4. Health and well-being**

- 4.1 Penlee House Gallery & Museum aims to provide a safe and healthy working environment for staff and volunteers.
- 4.2 Staff have access to an employee assistance programme.
- 4.2 Regular training in health and safety and first aid is encouraged. All staff have been trained in fire awareness and there are sufficient First Aiders on duty at any given time.
- 4.3 Healthy eating is encouraged at the Orangery café and there are always meat-free options on the menu

### **5. Local Economy**

- 5.1 Penlee House Gallery & Museum will favour, where feasible, the use of local companies and producers. This will reduce the need to travel and will importantly help with regional re-generation.
- 5.2 The gallery will recognise, value and support the important role played by volunteers within the organisation.
- 5.3 The gallery will support work placement and volunteer schemes to help people get back to work.
- 5.4 Penlee House supports Penzance's Plastic Free status and does not stock items made of single-use plastic in the shop. Packaging is biodegradable.
- 5.5 The Orangery Café, situated within Penlee House, does not use single use plastic.

## **6. Social Equality**

- 6.1 Penlee House Gallery & Museum provides an inspiring environment for people to meet.
- 6.2 Staff and volunteers are supported in training and life - long learning.
- 6.3 Penlee House Gallery & Museum will build upon its disabled access and be socially inclusive.
- 6.4 Penlee House Gallery & Museum promotes equal opportunities both with staff, volunteers, suppliers and visitors (see the *Equal Opportunities Policy*).
- 6.5 Penlee House is mindful that it is situated within an area of economic and social deprivation and offers free admission within the Penzance Parish
- 6.6 Penlee House's Education programme provides an open and welcoming programme to the local community. This includes activities for people who may be facing loneliness or isolation. It also works specifically with care-experienced young people.

## **7. Collections**

- 7.1 Penlee House Gallery & Museum will manage the collections for future generations by continuing acquisitions, conservation and documentation of works and artefacts to the highest of standards with long term liabilities in mind.
- 7.2 The gallery will abide by best practice standards recommended by the Museums Association and act ethically in collecting. (See *Collection Management Policy*)

## **8. Next steps**

- 8.1 Penlee House Gallery & Museum is continually looking into ways to improve upon its sustainable policy. It will share knowledge and learn from those who adhere to best practice.

**This policy will be reviewed in January 2025.**