



DE LA WARR PAVILION ENVIRONMENTAL SUSTAINABILITY POLICY

About the De La Warr Pavilion

The De La Warr Pavilion is a Centre for Contemporary Arts located directly on the seafront in the small seaside town of Bexhill on Sea.

The Pavilion was the first UK public building to be built in the Modernist style. Using new techniques and materials it was as pioneering in construction as it was in design and spirit. The three storey building is constructed of welded steel framework & concrete, glass walls, cantilevered balconies, a flat roof and is undecorated both inside & out. The building comprises a large entrance Foyer, North & South staircases, two enclosed Exhibition Galleries, an Auditorium with maximum capacity of 1500, Studio, Café Bar & Kitchen, Shop, Roof Top Foyer (open Gallery space) Roof Terrace & a Ground Floor Terrace.

There is a large roof void above the Auditorium which houses a ventilation and heat recovery system which services the Auditorium. During the installation of the plant equipment within this area, insulation was laid and the area fully boarded. The remainder of the building is not insulated. The Pavilion secured Grade 1 Listing in 1986.

The Pavilion is owned by Rother District Council and managed by the DLWP Charitable Trust on a 99 year “fully repairing” lease (from 2003).

The DLWP Charitable Trust receives funding from Arts Council England and Rother District Council. This accounts for approx 50% of the Trust's income, the remaining 50% is earned income through commercial enterprise including ticket sales, catering, retail & venue hire. Fundraising for specific building maintenance issues and for specific programming streams is also an income stream we pursue.

We are acutely aware that sustainability is at the very heart of everything we do.

Community

The DLWP is embedded in the heart of the local community and we are committed to playing our part in supporting the both local and wider community.

We collaborate with local event organisers to both host & integrate the Pavilion into their events - including Bexhill Sea Angling Festival, Bexhill Lions Triathlon, Roaring 20's Day, Bexhill Motofest, Bexhill FM Radio, Bexhill Rotary Club Ale & Arty Music Festival, Bexhill Festival of Music.

We welcome performances from local performers with whom DLWP has had a long history - BLODS, BATS and newer organisations - Battle Choral Society, RAFA, East Sussex Music Service.

We offer "in kind" support to local charity organisations & societies in the form of raffle/tombola prizes and/or complimentary use of our facilities.

We offer reduced hire rates to local organisations & societies to use DLWP for their events and encourage organisations to apply for the RDC concession grant which offers financial assistance to local groups specifically wishing to hold events at the Pavilion.

We support Grants for the Arts applications from the local and wider community and our Learning and Participation department works in partnership with many organisations including East Sussex Children's Service, DV8, Bexhill Museum, Rother Children's Center.

We work closely with Towner Gallery in Eastbourne & Jerwood Gallery in Hastings to identify joint programming opportunities – e.g: Coastal Cultural Trail and are working with our contemporaries to discuss joint procurement, shared resources and contract service agreements where possible.

We have also forged links with the local business community hosting business breakfasts and meetings for the local Chamber of Commerce and Federation of Small Businesses. We recently hosted the first local Jobs Fair in conjunction with Chamber of Commerce and our local MP which attracted over 50 exhibitors and 600 visitors.

Local staff/Workforce

We have a core Administration/Operations team of 24 x full time and 8 x part-time contracted employees. This core team is supplemented by a large pool of approximately 60 casual staff members and freelancers working across the organisation. This allows us to adjust staffing levels

according to seasonal requirements and also to the changing needs of the business. Where possible casual staff work across several departments which increases the flexibility of the workforce and encourages staff development.

Many of our staff members are Arts graduates and we actively encourage them to use their talents and become involved in aspects of the business which interest them. Many of our website photographs and DLWP films are produced by staff members. Several items in our Shop are created /produced by our employees. Art student employees act as voluntary interns working alongside our Curators and several have been actively involved with performing artists exhibiting at the Pavilion.

90% of our workforce live in Bexhill & Hastings - within 8 miles of the Pavilion. The additional 10% all live within 35 miles. Staff are encouraged to walk to work, cycle, use public transport or car share, if possible.

Exhibitions

Our Exhibition Galleries house temporary exhibitions with changing wall configurations. The Exhibition Team endeavour to ensure all build materials are sourced locally and waste timber is recycled & re-used. Where it cannot be re-used in house, it is offered out for community projects – a new cowshed for a local farmer, repairs to Mountfield Cricket club house, kindling for Robertsbridge & Hastings Bonfire societies are examples of this.

Gallery 1 climatic control plant equipment (humidifier, 2 x cooling units and coil) was replaced in May 2016, which has increased the overall reliability and cost efficiency of the system.

Gallery 1 temperature / humidity sensors have been upgraded and repositioned to better reflect actual climatic conditions inside the gallery and to control a more efficient & accurate plant response.

Gallery 2 heating system – an integrated thermostatically controlled heating unit was installed in October 2015. This has enabled us to maintain steady temperature levels inside the gallery more economically than has been previously possible.

Gallery 2 modular wall panel system has been designed and installed in-house to reduce material/labour wastage during gallery re-configuration.

The Team use construction techniques which allow them to re-use MDF boards at least twice and timber at least three times before requiring replacement.

The Team endeavour to plan the Exhibition Programme to maximise re-use of build (i.e. temporary) gallery wall configurations and frequently re-use gallery furniture, such as benches, vitrines and display cases which are designed and built in-house.

DLWP Enterprises

The trading subsidiary of the Charity incorporates the Café Bar & Kitchen, DLWP Shop and corporate & private venue hire. All profits made are gifted to the charity and used to conserve the building and sustain it's artistic programme.

Café Bar & Kitchen

Our kitchen promises its customers locally sourced ingredients wherever possible with fish sourced in Hastings and bread from a local Bexhill bakery. Cakes & scones are home made daily, all meat products hold the Red Tractor mark and all soups & lunch dishes are cooked in our Kitchen from scratch. We also promote locally brewed beers and ethically sourced tea & coffee.

Shop

The Shop offers design led products, books and bespoke DLWP merchandise. There is a "local" section offering products, cards & books created by artists who live in the surrounding area.

Venue Hire

When not being used for our own programmed events the Auditorium, Studio and Café Bar are hired out for corporate & private events and location shoots.

Environmental Impact

The De La Warr Pavilion hosts 430,000 visitors per year and we take the utmost care to reduce our environmental impact as much as possible.

We have recently installed a ventilation & heat recovery system servicing the Auditorium. During installation we have laid insulation and boarded the roof void – an area which previously was not insulated.

We have installed a Trend BMS system. This affords greater control of the heating & hot water

systems allowing flexibility of temperatures in different areas of the building, as required.

We have fitted automated meter readers to our electricity and gas meters which allow us to monitor our energy usage as well as establishing a benchmark by which we can measure our progress.

We are replacing old lighting stock with more energy-efficient LED lighting where possible.

We regularly maintain all our plumbing systems to reduce water wastage and are currently investigating costs to install sensor taps in all front of house toilets to further reduce water usage.

Whilst we have always recycled paper, cardboard and glass with specialist recycling companies, we have now negotiated a contract with a local waste management company which incorporates the recycling of paper, cardboard, plastic cartons and drink cans as a part of our standard collections. We continue to recycle glass with a specialist company.

We have taken the decision to bring some cleaning aspects in-house in order to save costs, employ local staff directly and also to have greater control to introduce ethical cleaning products.

We always aim to use locally based contractors & tradesmen where possible.

We have installed bicycle racks at the Pavilion following completion of the cycle track running along the seafront linking Hastings to Bexhill to facilitate and encourage cyclists.

Moving forward, we are committed to reducing our impact on the environment and are concentrating our efforts on energy efficiencies, water use, recycling, waste minimisation and local/ethical procurement. We welcome suggestions from our staff and members of the public to help us achieve this.