



**NIDA GREEN PLAN  
2026 – 2028**

# NIDA GREEN

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NIDA Green is a pioneer curriculum-based program which aims to have every graduate leave with a comprehensive understanding of the 'why' of sustainability and a tool kit to make the 'how' possible. With this understanding, sustainability will be business as usual across all practices. This is the kind of initiative that makes bedrock industry change possible. It is extremely exciting and knowing NIDA, as I do, I am certain it's just the beginning.

CATE BLANCHET

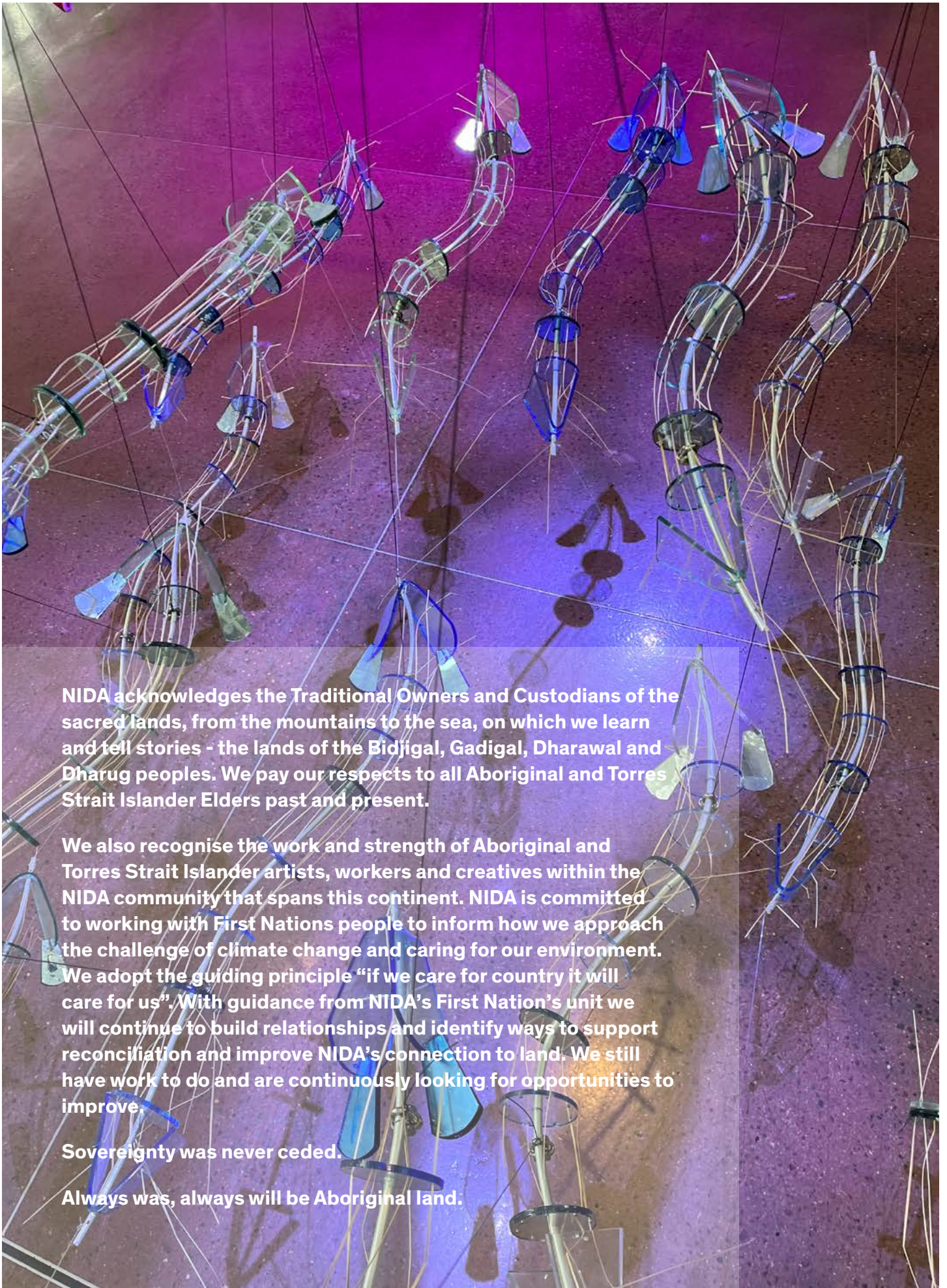
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NIDA is registered by the Australian Skills Quality Authority under the National Vocational Education and Regulator Act 2011 as an NVR Registered Training Organisation (RTO): ID number 90349.



**NIDA acknowledges the Traditional Owners and Custodians of the sacred lands, from the mountains to the sea, on which we learn and tell stories - the lands of the Bidjigal, Gadigal, Dharawal and Dharug peoples. We pay our respects to all Aboriginal and Torres Strait Islander Elders past and present.**

**We also recognise the work and strength of Aboriginal and Torres Strait Islander artists, workers and creatives within the NIDA community that spans this continent. NIDA is committed to working with First Nations people to inform how we approach the challenge of climate change and caring for our environment. We adopt the guiding principle “if we care for country it will care for us”. With guidance from NIDA’s First Nation’s unit we will continue to build relationships and identify ways to support reconciliation and improve NIDA’s connection to land. We still have work to do and are continuously looking for opportunities to improve.**

**Sovereignty was never ceded.**

**Always was, always will be Aboriginal land.**

Parra Eels, 2024, 3rd Year Props Installation of Acknowledgement in Collaboration with First Nations Unit

# NIDA GREEN PLAN

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**We believe that the Arts can lead positive change, and we acknowledge our responsibility in mobilising creativity, innovation and education to enable climate action.**

Australia's leading stage and screen arts educator, the National Institute of Dramatic Art (NIDA) aims to be a leading environmental sustainability educator in the creative and cultural industries. We are committed to reducing our carbon impact, and we have set ourselves the target of achieving net zero by 2050.

This Green Plan builds on NIDA's inaugural Green Plan, launched in 2022, that provided NIDA staff and students with the motivation and tools to get started on the journey towards carbon neutrality. Our strategy remains the same - to replace 'take, make, waste' practices with circular economy practices, to measure our environmental impact, and to identify areas for continual improvement within NIDA's broad range of operations.

Sustainable practice requires everyone to play a part, from original story creation to decommissioning sets, developing an environmentally- responsible campus and influencing public conversation through partnerships and events.

The NIDA Green Plan translates NIDA's sustainability commitment into strategies and actions that span four key pillars for change: Green Curriculum, Green Productions, Green Building and Operations, and Green Leadership.

For over 60 years, NIDA's unparalleled rigour, industry-relevant training and connections have produced some of the world's most influential and in-demand storytellers across the performing arts and beyond. Equipping the next generation of emerging talent with robust sustainability capabilities will make a critical contribution to progressive arts practice and extend the power of the creative economy.

NIDA's leadership sets a benchmark for the sector, reinforcing the role of the Arts in shaping a more sustainable future and ensuring that environmental responsibility becomes an essential part of creative practice.

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**At NIDA we are committed to harnessing the expertise and passion of our staff and student community to drive climate action. This Green Plan provides NIDA with the roadmap to achieve net zero by 2050, with education, arts practice and business planning as key drivers of change. We are excited that NIDA graduates will influence environmentally sustainable industry practice as they forge their careers as future arts leaders.**

LIZ HUGHES, NIDA CEO.

Since launching NIDA's inaugural Green Plan in 2022, we have made meaningful progress in reducing our environmental impact, strengthening sector leadership, and embedding sustainability across curriculum, production and operations.

## Highlights:

- Transition to renewable energy
  - Installed 374 solar panels, which now generate 27% of NIDA's annual electricity needs, with surplus energy exported back to the grid.
  - Continued investment in renewables and infrastructure upgrades to further reduce reliance on fossil fuels.
- Campus-wide improvements
  - With support from the NSW Government through Create NSW's Creative Capital Program, NIDA upgraded the Parade and Playhouse Theatres to power-efficient LED lighting, reducing on-stage power use by around 80%.
  - All theatre spaces now operate hybrid lighting rigs, positioning NIDA as a leader in environmentally responsible production practice.
- Campus-wide lighting improvements
  - More than 90% of the Kensington campus now operates on LED and smart-lighting systems.
  - The Kensington campus has increased its overall thermal performance with additional glazing on southern facing windows.
- Embedding sustainability in learning and teaching
  - Collaboration between tThe Performance Ecology Research Lab (P+ERL) and NIDA's academic staff has strengthened the integration of environmental sustainability research with NIDA's curriculum.
  - Established the CEO Student Award for Excellence in Environmental Sustainability, recognising student leadership in climate-conscious practice.
- Growing a culture of sustainability
  - The NIDA Green Team continues to bring staff and students together to share ideas, trial initiatives and champion sustainability across disciplines.
  - Regular internal communications and shared learning opportunities continue to strengthen campus engagement.
- Strengthening sustainable production practice
  - NIDA conducted the first Theatre Green Book [TGB] baseline assessment on the 2022 student production of *Blood Wedding*, establishing a clear benchmark for future improvement.
  - Staff created a promotional video to celebrate the TGB achievements of the 2023 production of *Sweeney Todd*, and support student understanding of sustainable production workflows.
    - » Video link: <https://www.youtube.com/watch?v=wzMYYKNGpQA>
  - Student-led productions have exceeded TGB sustainability targets set for them each year since 2024.
- Improving access to sustainability resources
  - A dedicated NIDA Green webpage launched in 2022, consolidating resources, updates, and regular social media communications for staff, students and the broader Arts Sector.

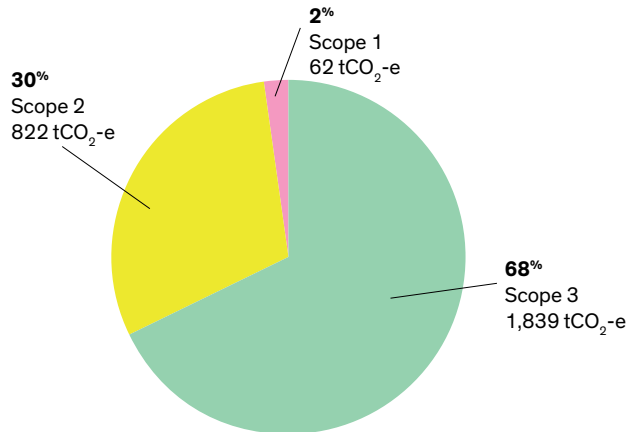
# RESEARCH

NIDA has completed a Carbon Footprint Report and developed a Net Zero Action Plan to guide the NIDA Green Plan 2026-2028. These reports provide a foundation for informed decision making and public transparency, aligned with recognised Australian frameworks such as the National Greenhouse Energy Reporting (NGER) scheme.

## Carbon Footprint Summary

NIDA's inaugural Carbon Footprint Report, conducted by One Stone and 100% Renewables, calculated NIDA's 2023 total carbon footprint at 2,723 tonnes of carbon-dioxide equivalent (tCO<sub>2</sub>-e). Our Scope 1 emissions were 2% of the total, representing greenhouse gases we own or control directly, including refrigerant gases and fueling our small fleet. Scope 2 represents indirect emissions from the purchase and use of electricity, steam, heating and cooling and makes up 30% of NIDA's annual carbon emissions. Scope 3 makes up the remaining 68% of our footprint, being the wide range of indirect emissions, both upstream and downstream in NIDA's value chain.

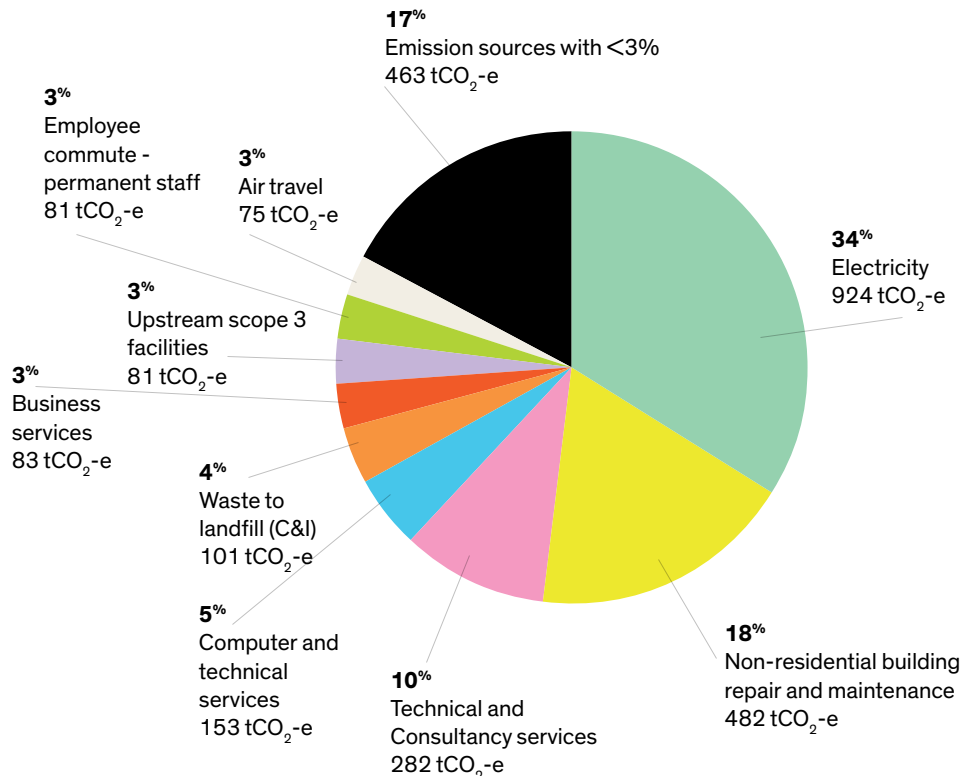
### NIDA carbon footprint by scope for CY 2023



The top Scope 3 emission areas for NIDA were identified as;

1. Purchased goods & services (21%)
2. Building repair & maintenance (18%)
3. Technical and Consultancy services (10%)

### NIDA carbon footprint by emission source for CY 2023



## **Net Zero Action Plan**

NIDA's Net Zero Action Plan conducted in 2025 by ARUP with support from the NSW Government provides data-driven, capacity building and collaborative strategies to drive the NIDA Green Plan.

### **Key initiatives for 2026 – 2028 include**

- formalise net zero targets in the Green Plan and annual reports;
- strengthen data systems;
- launch phased procurement reform starting with top suppliers;
- deliver specialised sustainability and procurement training;
- commission feasibility studies to decarbonise Scope 1 and 2; and
- pursue external grants to support implementation.

### **Projected Goals:**

- By 2035, NIDA aims to have reduced our operational (Scope 1 and 2) emissions by 95%, with any small residual emissions neutralised in line with best practice.
- By 2050, we will have achieved a 99% reduction in Scope 1 emissions and 100% reduction in Scope 2 emissions.
- For Scope 3, NIDA will drive supplier engagement and circular economy measures toward an interim 40% reduction by 2035 and a 95% reduction by 2050, consistent with the Net Zero Action Plan and evolving standards.

### **Risk and dependencies**

Delivery of these targets depends on timely funding and sequencing of electrification and optimisation works, the pace of grid decarbonisation, supplier engagement and availability of lower carbon goods and services, and improved data coverage and quality. NIDA will manage these risks through feasibility studies, staged procurement reform, supplier engagement and annual review.

# NIDA'S GREEN PLAN FOCUSES ON FOUR KEY AREAS OF ACTION:



## GREEN CURRICULUM

We will make sustainability a core part of NIDA's education for the future leaders in the creative industries.



## GREEN PRODUCTIONS

We will continually improve the ways we produce creative works at NIDA to reduce our environmental impact.



## GREEN BUILDING AND OPERATIONS

We will adapt and improve NIDA's infrastructure and operations to reduce our collective footprint.



## GREEN LEADERSHIP

We will foster a greener NIDA community and share our knowledge to positively influence industry practice

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## Goal

We will make sustainability a core part of NIDA's education for the future leaders in the creative industries.

# 1. GREEN CURRICULUM

Strategies:

## 1.1 Integrate sustainability principles and practices into curriculum

- Embed sustainability skills into key student learning outcomes across accredited Tertiary Education programs by 2028.
- Support staff and students to care for their spaces and selves in ecologically responsible ways.
- Regularly review and update course outlines for sustainability integration.

## 1.2 Build sustainability capability in academic staff.

- Promote professional development and peer-learning through NIDA's Community of Practice, drawing on guest speakers and experts.
- Produce and circulate discipline-specific teaching resources (e.g., case studies, toolkits, templates) to teaching staff.

## 1.3 Embed climate responsible processes into learning and teaching administration.

- Develop purchasing guides to assist teaching staff to make sustainable choices around administration and teaching resources.
- Reduce resource use in teaching spaces (energy, consumables) through adoption of sustainability strategies specific to discipline requirements.

## 1.4 Evaluate sustainability outcomes in learning and teaching.

- Include sustainability goals and outcomes into annual course monitoring across all program.
- Collect and analyse student and staff feedback annually on sustainability learning via focus groups, surveys and questionnaires.



## Goal

We will continually improve the ways we produce creative works at NIDA to reduce our environmental impact.

## 2. GREEN PRODUCTIONS

Strategies:

### 2.1 Apply Theatre Green Book (TGB) standards to NIDA productions.

- Induct staff and students on NIDA's sustainability goals and TGB standards.
- Brief external creatives on NIDA's sustainability objectives and TGB standards at contracting.
- Recruit and support Green Coordinators (GC) for each production or venue.

### 2.2 Prioritise low emissions and circular practices for materials, energy, transport and waste.

- Develop purchasing guides to assist production teams to make sustainable choices around suppliers and production requirements.
- Continue to develop and maintain inventories and track reuse to keep production resources in circulation.
- Improve accessible storage spaces for production resources on and off campus.

### 2.3 Meet Theatre Green Book (TGB) targets across student-led productions

- The TGB is a new industry standard for measuring sustainable theatre targets, using three achievement levels: Basic, Intermediate and Advanced. Please refer to page 13 for further information on how TGB data is measured, and actions applied across different production disciplines.
  - » 2026: 100% of NIDA productions meet TGB Basic standard; ≥25% meet Intermediate.
  - » 2027: 100% meet Basic standard; ≥50% meet Intermediate
  - » 2028: 100% meet Basic standard; ≥50% meet Intermediate; and ≥25% pilot Advanced.

### 2.4 Measure and publish sustainability outcomes each season.

- Use materials tracking software and production reports to collect production data and measure against TGB standards.
- Evaluate overall sustainability outcomes at production debriefs, identify barriers and plan for future improvement.



## Goal

We will adapt and improve NIDA's infrastructure and operations to reduce our collective footprint

## 3. GREEN BUILDING AND OPERATIONS

Strategies:

### 3.1 Upgrade and operate buildings to reduce energy use, water use and waste

- Integrate NIDA's Net Zero Action Plan recommendations into capital works and maintenance schedules.
- Embed sustainability in procurement policies, contracts and venue hire agreements to influence supply chain emissions.
- Adopt Theatre Green Book – Buildings & Operations advice where appropriate.

### 3.2 Improve data collection, emissions calculation and reporting systems.

- Set and publish net zero targets for Scope 1 & 2 with interim milestones.
- Measure and assess priority Scope 3 categories, for example, travel, merchandise, ICT and eLearning, to establish clear baselines.
- Align Net Zero Action Plan reporting with evolving Australian standards, including NGER and Climate Active.

### 3.3 Build staff capability and accountability in environmental sustainability.

- Provide onboarding for new staff to introduce sustainable resource use and energy reduction strategies on campus.
- Provide access to climate literacy training for key Operations and professional staff.
- Acknowledge staff contribution to environmental sustainability in quarterly HR performance processes.

### 3.4 Measure and publish sustainability outcomes.

- Gauge the impact of NIDA Green initiatives in annual staff surveys.
- Interview staff on success of sustainability frameworks and seek feedback.
- Publish update of NIDA Green progress using TGB baselines & Net Zero Action Plan milestones.



## Goal

We will foster a greener NIDA community and share our knowledge to positively influence industry practice.

## 4. GREEN LEADERSHIP

Strategies:

### 4.1 Nurture sector partnerships and build green networks to influence industry practice.

- Identify opportunities to network and share knowledge (forums, presentations, workshops, courses).
- Research shared storage and circular waste solutions with arts and non-arts partners.
- Explore funding support (philanthropy, grants, sponsorship), for leadership/ partnership activities across the creative industries.

### 4.2 Showcase and scale NIDA Green activities through events, communications and student opportunities.

- Coordinate the NIDA Green Team to advance TGB understanding and ESC production role capacity.
- Encourage student led initiatives and 'green' opportunities for all staff.
- Include environmental sustainability in CEO's Student Awards for Excellence.

### 4.3 Operate the NIDA Green Advisory Committee with clear remit, staff representation and action tracking.

- Appoint members with cross department staff representation.
- Quarterly meetings to recommend key strategic goals for NIDA Green and advise on NIDA's ongoing sustainability frameworks

### 4.4 Measure and evaluate leadership outcomes each year

- Report annually to NIDA Executive and Board, focusing on successes, challenges, key learnings and recommendations.
- Define and meet sustainability KPIs in NIDA's strategic and business plans.

# THEATRE GREEN BOOK

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The TGB provides a comprehensive guide to circular economy practices, providing a framework for implementing eco-efficient, environmentally conscious actions across all aspects of the performing arts.

The NIDA Green Plan has been guided by the Theatre Green Book (TGB), an online resource for the global theatre industry.

Initially developed in 2021 by a collective of theatre professionals and sustainability experts in the UK, it has grown quickly to involve theatre-makers across the world, including Australia. See <https://theatregreenbook.com.au/>

NIDA has embedded the TGB framework into our curriculum and productions training as part of our students' industry skills development since 2022.

Meeting TGB targets requires consistent application of circular sustainability principles to all areas of production, including design, suppliers, materials, resource recovery, venue usage, waste management and storage capacity.

## **BASIC STANDARD**

- 50% of everything used in the production must be reused, recycled or from a sustainable source
- After the production, 65% of everything on stage must be reused, stored or diverted from landfill

## **INTERMEDIATE STANDARD**

- 60% of everything used in the production must be reused, recycled or from a sustainable source
- After the production, 70% of everything on stage must be reused, stored or diverted from landfill

## **ADVANCED STANDARD**

- 75% of everything used in the production must be either reused or recycled. The remaining 25% must be sourced from accredited zero carbon sources
- After the production, 80% of everything on stage must be reused, stored or diverted from landfill

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Theatre has begun a journey. It's a journey we must all make – a transition to a world where we live, work, travel, eat and make art without harming the planet we live on. We need to make this transition urgently. The climate emergency is a crisis, and a crisis is a problem that demands attention now – not next year or the year after. Theatre's core strengths are innovation, courage and creative thinking. Through them we will learn to make theatre today, without compromising the dreams of future theatre-makers.

LISA BURGER AND PADDY DILLON, RENEW CULTURE

**FOR MORE INFORMATION**

**NIDA GREEN**

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It is wonderful to see NIDA's Green Plan, as no industry is immune to the climate crisis. Given the large reach and influence that artists can have, there is a unique opportunity for NIDA to lead the charge for more meaningful action. Indeed, art has always played an important role in any significant cultural change.

DAMON GAMEAU (ACTING, 1999) NIDA GREEN AMBASSADOR

Image from Photograph 51

# NIDA

National Institute of Dramatic Art