

Sustainability and Climate Change Action Plan

Climate action plan

Goal	Action	Steps	Timeline for the action or expected completion date	Resources
DECARBONISATION				
Decarbonisation	Review DEC (Display Energy Certificate) recommendations	<p>Review DEC recommendations across the trust to identify priorities and for individual academies</p> <p>Academies to review DEC recommendations and add to academy action plan</p> <p>Trust wide recommendations to be added to Sustainability and Climate Change Action Plan</p>	<p>December 2025</p> <p>Spring 2026</p>	<p>DEC Certificates - https://www.gov.uk/find-energy-certificate</p> <p>Staff involved: Premises and Health and Safety team, Academy operational staff, Finance team</p> <p>Cost: None</p>

<p>Decarbonisation</p>	<p>Review energy usage across Trust (Electricity, gas, water)</p>	<p>Review energy use across the Trust</p> <p>Identify where reductions could be made and add to Sustainability and Climate Change Action Plan</p> <p>Monitor energy usage across Trust</p>	<p>December 2025</p> <p>Spring 2026</p> <p>Ongoing</p>	<p>Staff involved: Premises and Health and Safety team, Operational staff, Finance team</p> <p>Cost: None</p> <p>Resources: LASER Energy, Invoices</p>
<p>Decarbonisation</p>	<p>Carry out Decarbonisation Survey</p>	<p>Look into whether a decarbonisation survey from an External provider would be beneficial to help identify and prioritise measures for energy saving</p> <p>Book survey if required and review recommendations and add to action plan where required</p>	<p>December 2025</p> <p>Spring 2026</p>	<p>Staff involved: Premises and Health and Safety team, Finance team</p> <p>Cost: Initially none, cost of survey TBC</p> <p>Resources: LASER Energy, Trust Decarbonisation Survey</p>

		Carry out in house decarbonisation survey for Central Team, and with each academy		
Decarbonisation	LED Lighting - Changing non-LED light bulbs to LED bulbs	<p>Undertake audit of lighting across the trust and prioritise LED replacement projects, add to five-year estates plans</p> <p>Obtain quotes for LED lighting upgrades</p> <p>Arrange LED replacements, train staff to use the new lights and replace when necessary</p>	<p>January 2026</p> <p>End of 2026</p> <p>TBC</p>	<p>Staff involved: Premises and Health and Safety team, Operational staff, Finance team</p> <p>Cost: Initially none, Quotes required for replacement</p> <p>Resources: DEC Recommendations, School LED audit, LASER Energy</p>
Decarbonisation	Review Gas boilers across Trust	Identify which boilers are being used across the	Autumn 2025/Spring 2026	Staff involved: Premises and Health and Safety

		<p>Trust; including type and age</p> <p>Research options and cost of replacing boilers with heat pumps and/or sustainable options</p> <p>Plan in boiler replacements with more sustainable options, include on Five-year estates plan</p>	<p>Summer 2026</p> <p>Ongoing - TBC</p>	<p>team, Operational staff, Finance team</p> <p>Cost: Initially none, cost to be planned in on 5-year plans</p> <p>Resources: Condition Surveys, Five-year estates plan, Boiler audit</p>
Decarbonisation	Energy use and reduction - Lighting	<p>Review lighting across Trust and look into where reductions in usage could be made such as motion sensor lighting, or turning off lights</p> <p>Research appropriate motion sensors</p> <p>Add to Five-year estates plans</p>	<p>April 2026</p> <p>Autumn 2026</p> <p>Autumn 2026</p>	<p>Staff involved: Premises and Health and Safety team, Operational staff, Finance team, Education team</p> <p>Resources: Internal lighting audit, Five-year estates plans; Switch Off Fortnight</p>

		Encourage staff and pupils to turn off lights and monitors – signage, information sessions – Run a campaign such as ‘Switch off fortnight’	November 2025	Cost: Initially none, cost to be planned in on 5-year plans
Decarbonisation	Energy use and reduction – Water	Identify where water usage could be minimised (turning off taps, installing motion sensor taps, toilet half flush settings etc.) Share procedures with staff	April 2026 Summer 2026	Staff involved: Premises and Health and Safety team, Operational staff Resources: Internal audit, Five-year estates plans Cost: Initially none, cost to be planned in on 5-year plans
Decarbonisation	Energy use and reduction – Heating	Assess buildings for draughts and leaks to reduce heating demand through reporting and condition surveys, add actions to climate plan	Autumn 2025 - Ongoing	Staff involved: Premises and Health and Safety team, Academy operational staff

		<p>and five-year estates plans</p> <p>Review heating arrangements and timings to determine where amendments can be made e.g. reduce timings in holidays, reflector panels behind radiators, draft excluders</p> <p>Check effectiveness of heating systems</p>		<p>Resources: Internal audit, Five-year estates plans, online resources: Energy Efficiency in the Workplace</p> <p>Cost: Initially none, cost to be planned in on 5-year plans (low cost)</p>
Decarbonisation	Solar panels	Review which schools have existing solar panels and review suitability of buildings for installation of solar panels	Autumn 2025	<p>Staff involved: Premises and Health and Safety team, Academy operational staff, Finance team</p> <p>Cost: Initially none, solar panel cost TBC</p>

		<p>Use solar panel calculator to assess need.</p> <p>Look into local solar panel installation schemes, and local council schemes</p>		Resources: Solar Energy Calculator
Decarbonisation	Let's go Zero	<p>Liaise with schools sign up and commit to 'Lets Go Zero'</p> <p>Look into signage requirements to promote scheme</p>	Autumn 2025	<p>Staff involved: Premises and Health and Safety team, Academy operational staff, Education Team</p> <p>Cost: None</p>
Decarbonisation	Review and reduce emissions from car travel	Continue to promote cycle to work scheme	<p>Ongoing</p> <p>Spring 2026</p>	<p>Staff involved: Premises and Health and Safety team, HR, Finance, Academy operational staff, Education Team</p>

		<p>Review mileage claims to determine base level use of cars</p> <p>Set target to reduce car use across Trust</p> <p>Look into initiatives to encourage walking to school</p> <p>Review on site safe storage for bicycles</p>	Spring 2026	<p>Cost: None/Low</p> <p>Resources: Cycle to Work Scheme information, Mileage Claims</p>
Decarbonisation	Waste Management and Reduction – Paper and recycling	<p>Review paper usage across Trust and decide on a target for reduction in paper use</p> <p>Ensure all paper waste is recycled – recycling bins in place, labelled and educating staff and pupils</p>	<p>Spring 2026</p> <p>Spring 2026</p>	<p>Staff involved: Premises and Health and Safety team, Finance, Academy operational staff, Education Team</p> <p>Cost: None/Low</p> <p>Resources: Invoices</p>

<p>Decarbonisation</p>	<p>Waste Management and Reduction – Food Waste</p>	<p>Promote use of food waste bins to ensure waste is being recycled correctly</p> <p>Reduce amount of food being wasted – create targets, share resources with staff, pupils, parents</p>	<p>Autumn 2025</p> <p>Spring 2026</p>	<p>Staff involved: Premises and Health and Safety team, Finance, Academy operational staff, Education Team</p> <p>Cost: None/Low</p> <p>Resources:</p>
<p>Decarbonisation</p>	<p>Waste Management and Reduction – Plastic</p>	<p>Review single use plastic use across the Trust, identify single plastics that can be eliminated e.g. plastic cutlery, water bottles</p> <p>Decide plastic reduction targets and schemes and add to climate change plan</p> <p>Promote reusing and recycling items across Trust</p>	<p>Summer 2026</p> <p>Summer 2026</p> <p>Autumn 2025</p>	<p>Staff involved: Premises and Health and Safety team, Finance, Academy operational staff, Education Team</p> <p>Cost: TBC</p> <p>Resources: Internal audit, School contact lists</p>

Decarbonisation	Teaching lessons outside	<p>Assess feasibility of delivering a lesson outdoors</p> <p>Create a target for the amount of lessons taught outside across Trust</p> <p>Review outside areas to ensure suitability for outdoor learning, e.g. shaded areas</p>	<p>Spring 2026</p> <p>Summer 2026</p> <p>Spring 2026</p>	<p>Staff involved: Education Team</p> <p>Cost: None/Low</p> <p>Resources: https://www.outdoor-learning.org/</p>
BIODIVERSITY				
Biodiversity	Baseline Survey	<p>Create a biodiversity baseline survey</p> <p>Carry out in house Sustainability audit,</p>	<p>Autumn 2025</p> <p>Autumn 2025</p>	<p>Staff involved: Sustainability Lead, Academy operational staff</p> <p>Cost: None</p>

		including section on biodiversity		Resources: Sustainability audit
Biodiversity	Join biodiversity network	<p>Look into biodiversity networks and sign up e.g. Education Nature Park</p> <p>Review resources, share knowledge and resources with staff and pupils</p>	<p>Autumn 2025</p> <p>Autumn 2025/Spring 2026</p>	<p>Staff involved: Sustainability Lead, Academy operational staff, Education team</p> <p>Cost: None</p> <p>Resources: Sustainability audit, https://www.educationnaturepark.org.uk/</p>
Biodiversity	Increasing school biodiversity – Tree planting	<p>Set up tree planting initiatives for schools</p> <p>Schools to identify area suitable for tree planting, and suitable trees</p>	<p>Spring/Summer 2026</p> <p>Spring/Summer 2026</p>	<p>Staff involved: Premises and Health and Safety team, Academy operational staff, Finance team, Education Team, HR</p> <p>Cost: Low, TBC</p> <p>Resources: https://www.treesforcities.</p>

				org/our-work/schools-programme
Biodiversity	Increasing school biodiversity – Planting or rewilding	Review school grounds and whether there is an area of school ground suitable for rewilding	Spring 2026	Staff involved: Premises and Health and Safety team, Operational staff, Finance team
		Look into budget or grants for biodiversity initiatives	Spring 2026	Cost: TBC Resources: https://www.nhm.ac.uk/discover/seven-ways-to-create-a-wildlife-friendly-garden.html
		Create plans for rewilding, such as wildflower field, pond, native trees and plants, insect hotels, bird boxes	Spring 2026	https://www.rewildingbritain.org.uk/how-to-rewild/rewilding-advice/how-to-make-your-garden-wilder;

RESILLIENCE AND ADAPTATION

<p>Resilience and adaptation</p>	<p>Assess risk and vulnerability to climate change</p>	<p>Use tools to assess climate risk in each school</p> <p>Vulnerability analysis to identify the most at-risk areas of the school</p> <p>Review and add to Sustainability and Climate Change Action Plan and Estates Plans</p>	<p>Spring/Summer 2026</p>	<p>Staff involved: Premises and Health and Safety team, Operational staff</p> <p>Cost: None</p> <p>Resources: https://lcat.uk/ https://www.climatejust.org.uk/map.html https://climatedataportal.metoffice.gov.uk/pages/lacs</p>
<p>Resilience and adaptation</p>	<p>Critical Incident Plan</p>	<p>Review Critical Incident Plan and ensure that climate risks are considered (e.g. heatwaves, flooding)</p> <p>Plan to be shared with academies to adopt to local arrangements</p>	<p>Autumn 2025</p> <p>Autumn 2025</p>	<p>Staff involved: Premises and Health and Safety team, Director of Engagement and Development, Academy operational staff, Headteachers</p> <p>Cost: None</p>

				Resources: Critical Incident Plan and guidance
Resilience and adaptation	Review and plan schools, classroom and outdoor areas for overheating risk due to climate change	<p>Install classroom heat sensors or thermometers to monitor heat</p> <p>Review arrangements and identify how improvements can be made, such as installing ventilation and cooling, sail shades.</p> <p>Review priorities across the Trust and add to five-year estates plans</p>	<p>Autumn/Spring 2025</p> <p>Autumn/Spring 2025</p> <p>Spring 2026</p>	<p>Staff involved: Premises and Health and Safety team, Operational staff</p> <p>Cost: Initially none, Improvements TBC, Medium/High</p>

CLIMATE EDUCATION AND GREEN CAREERS

<p>Climate education and green careers</p>	<p>Share with staff and pupils what climate change action we are taking by promoting successes and achievements</p>	<p>Network meetings, Leadership meetings, Assemblies, newsletters.</p> <p>Identify how pupils can be involved in initiatives</p>	<p>Autumn 2025 - ongoing</p>	<p>Staff involved: Premises and Health and Safety team, Operational staff, Education Team</p> <p>Cost: None</p> <p>Resources: Newsletter, Meetings</p>
<p>Climate education and green careers</p>	<p>Training for staff to improve knowledge</p>	<p>Provide staff with CPD on climate education</p> <p>Sign up to climate network and identify resources to share with staff</p>	<p>Spring 2026</p> <p>Autumn 2025</p>	<p>Staff involved: Premises and Health and Safety team, Operational staff, Finance team, HR</p> <p>Cost: Low</p> <p>Resources:</p>
<p>Climate education and green careers</p>	<p>Embed sustainability and climate education in the wider curriculum by</p>	<p>Review current curriculum for climate change content</p>	<p>TBC</p>	<p>Staff involved: Education team, senior leadership team</p> <p>Cost: None/Low</p>

	incorporating it in more lessons.	Plan how climate change can be incorporated into lessons and curriculum		Resources:
Climate education and green careers	Embed sustainability and climate education in the wider curriculum – External speakers	Arrange for external speakers to come into school to run workshops/talks.	Summer 2026	Staff involved: Education team, Premises and Health and Safety team, Academy operational staff, Finance team Cost: TBC Resources:
Climate education and green careers	Embed sustainability and climate education in the wider curriculum by teaching climate change outside of the classroom	Use resources to find ways to learn outside the classroom. Look into school trips which support climate education	TBC	Staff involved: Education team, Premises and Health and Safety team, Operational staff, Finance team Cost: Low/TBC Resources:

		Look into community events, such as litter picking		
MONITORING AND REVIEW				
Monitoring	Regular review of plan by Sustainability Working Group, feeding into Estates and Health & Safety Group (EHSG), and Finance and Audit Committee	<p>Ensure plan is communicated with all staff and academies</p> <p>Monitor effectiveness and provide and update to the EHSG each meeting</p> <p>Provide ongoing updates to the Finance and Audit Committee</p> <p>Share updates with schools and LGB</p> <p>Update Sustainability and Climate Change Action Plan as required</p>	Ongoing	<p>Staff involved: Premises and Health and Safety team, Academy Operational staff, Finance team</p> <p>Cost: None/Low</p> <p>Resources:</p>

