

Climate Action Plan

Goal	Action	Start Date	End Date	Owner	KPI	Cost/ Resources
1. Decarbonisation						
Goal	Action	Start Date	End Date	Owner	KPI	Cost/ Resources
Reduce carbon emissions.	Undertake an audit of the current carbon emissions and develop options to reduce this, and develop efficiencies of buildings. https://www.sustainabilitysupportforeducation.org.uk/audit-your-first-annual-emissions-report	01/09/2025	Ongoing	COO/ Site Team	Audit completed and reviewed. Action plan in place.	- Estimated £1-2k per school OR - Cost of an online course for the skills to do this internally
	Purchase LED lights and replace existing lightbulbs. All bulbs were replaced throughout school.	01/09/2025	Ongoing	COO/ Site Team	Energy usage reviewed.	Cost of bulbs and labour per school
	Complete a survey regarding the transport children use to get to and from school.	01/09/2025	Ongoing	HT/HoS	Audit completed	N/A
	Hold "walk to school" initiatives for both staff and children	01/09/2025	Ongoing	HT/HoS	increase number of staff and children walking to work/school by X%	N/A
	Review the sustainability of new businesses, and how carbon emissions will be impacted before contracting.	01/09/2025	Ongoing	COO	Sustainability referenced when tendering new businesses	New contract admin costs
Review heating systems, water consumption & explore renewable options (heat pumps/solar)	Conduct a building audit.	01/09/2025	Ongoing	COO/ Site Team	Audit completed and reviewed. Action plan in place.	Cost of audit
	Deal with dripping taps immediately.	01/09/2025	Ongoing	COO/ Site Team	Taps are checked regularly on a schedule.	Cost to replace taps when required

	Fitting percussion taps, which turn off hot water taps automatically.	01/09/2025	Ongoing	COO/ Site Team	Taps fitted and maintained. Reduction in energy usage.	- estimated £40 per tap
Encourage reuse and recycling around school	fix broken items rather than replace	01/09/2025	Ongoing	HT/HoS	Reduction in replacing equipment	Cost of any supplies required for repairs
	bins accessible	01/09/2025	Ongoing	HT/HoS	Ensure each space has bins provided for both recycling and general waste	Cost of additional bins supplied
	explore composting	01/09/2025	Ongoing	HT/HoS	Compost bins in place and regularly used.	Cost of compost bins
	Recycle/ Reuse items across school	01/09/2025	Ongoing	HT/HoS	Items reused or recycled where possible	N/A
	Eco monitors to ensure all unwanted paper is placed in the recycling bin in classrooms	01/09/2025	Ongoing	School Lead/ HT/HoS	Eco monitors regularly reviewing classrooms	N/A
	Complete an energy review https://www.sustainabilitysupportforeducation.org.uk/indicator/complete-energy-review?returnTo=energy , Lets Go Zero, Count Your Carbon	01/09/2025	Ongoing	COO/ Site Team	Review completed. Action plan in place.	Estimated £1-2k per school
Reduce energy usage via monitoring & behaviour change campaigns	Ensure the school has a Display Energy Certificate by searching the government database.	01/09/2025	Ongoing	COO/ Site Team	Display Energy Certificate obtained.	Cost of DEC
	Heat only when needed - check system operating hours match the times when heating and ventilation are required.	01/09/2025	Ongoing	COO/ Site Team	Reduction in energy usage.	N/A
	Encourage staff to turn off computers at the end of the day, not just lock the screen.	01/09/2025	Ongoing	HT/HoS	Energy usage reduced.	N/A

Eco monitors in charge of ensuring lights / screens and devices are turned off in each classroom when not in use	01/09/2025	Ongoing	School Lead/ HT/HoS	Eco monitors regularly reviewing classrooms and office spaces	N/A
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2. Adaption and resilience

Goal	Action	Start Date	End Date	Owner	KPI	Cost/ Resources
Develop extreme weather contingency plans (heat/flooding)	Complete a risk assessment (identify classrooms and areas most exposed to heat, assess ventilation, shading, and hydration points, and flood-prone areas).	01/09/2025	Ongoing	COO/ Site Team	Risk assessment completed and action plan in place.	N/A - Completed internally using risk assessment template
	Establish an extreme weather alert protocol, including key evacuation points.	01/09/2025	Ongoing	COO/ CEO/ Site Team	System in place, staff trained.	N/A - Elite template
	Install flood barriers /defence where applicable	01/09/2025	Ongoing	COO/ Site Team	Flood barriers installed.	Cost of flood defences
	Elevate key electrical systems and IT equipment from risk of flooding.	01/09/2025	Ongoing	COO/ Site Team	Key electicals protected.	Cost of materials to move electrical systems and IT equipment out of risk
Improve building insulation & ventilation	Install blinds or reflective window film where applicable.	01/09/2025	Ongoing	COO/ Site Team	Classroom and offices covered where applicable.	Cost of blinds/ film where applicable
	Ensure all windows can open safely for ventilation.	01/09/2025	Ongoing	COO/ Site Team	All windows work, and ventilation is available in all rooms.	N/A
	Provide fans or portable air conditioning units where applicable.	01/09/2025	Ongoing	COO/ Site Team	All rooms have heating and/or cooling mechanisms.	Rooms well ventilated

Implement water-saving measures (low-flow taps, rainwater collection)	Leak detection and maintenance	01/09/2025	Ongoing	COO/ Site Team	Reduction in water usage.	Costs to fix any leaks/ call out charges
	Display posters around sink areas, encouraging people to turn off taps properly	01/09/2025	Ongoing	HT/HoS	All sinks to have displays referencing proper usage of taps	Printing costs for posters
	Install water butts or larger tanks to capture rainwater, and use this to water gardens, outdoor play, or cleaning purposes, for example.	01/09/2025	Ongoing	COO/ Site Team	Reduction in water usage.	Cost of water butts
	Include water audits in regular site inspections and monitor water usage via bills or smart meters.	01/09/2025	Ongoing	COO/ Site Team	Water audits regularly completed	N/A
	Eco monitors in each classroom to check no taps get left on when not in use.	01/09/2025	Ongoing	HT/HoS	Reduction in water usage.	N/A

3. Biodiversity

Goal	Action	Start Date	End Date	Owner	KPI	Cost/ Resources
Understand the biodiversity of the school	<u>Undertake a biodiversity assessment</u> https://www.sustainabilitysupportforeducation.org.uk/indicator/biodiversity-assessment?returnTo=biodiversity-and-nature	01/09/2025	Ongoing	COO/ Site Team/ HoS/ HT	Assessment completed and action plan in place.	Approximately £5k per school
	Seasonal observations - tools/ resources that allow children and staff to record species sighted on the school map. Big Bird watch					
	Create a map of the school and record any biodiversity					

Develop wildlife areas (ponds, bug hotels, bird boxes)	Install bird boxes, bat boxes, and bug hotels where possible. Create ponds for frogs, insects, and amphibians.	01/09/2025	Ongoing	Teacher Lead/ HoS/HT	Areas for nature installed across school	Cost of nature spaces
	Reduce pesticide and herbicide use.	01/09/2025	Ongoing	COO/ Site Team	use of pesticide and herbicide reviewed and reduced	Cost of replacement materials
	Encourage composting of organic waste to enrich the soil and encourage microorganisms	01/09/2025	Ongoing	Teacher Lead/ HoS/HT	Compost bins in place, and system/ rota in place to use this	Cost of compost bins
	Plant bulbs and seeds to grow wildflowers, and other plants	01/09/2025	Ongoing	Teacher Lead/ HoS/HT	Plants/ flowers growing throughout the Spring/Summer	Cost of bulbs/ seeds
Plant native trees & hedges on site	Conduct a survey and review where planting can be possible.	01/09/2025	Ongoing	COO/ Site Team	Survey of both schools undertaken and areas mapped for further planting	Cost of additional trees/ hedges
	Y6 children each plant their own tree sapling	01/09/2025	Ongoing	Teacher Lead/ HoS/HT	Y6 Children plant their own tree sapling within the community yearly	Costt of tree saplings
4. Climate education and green careers						
Goal	Action	Start Date	End Date	Owner	KPI	Cost/ Resources
	Display posters throughout the school to embed sustainability and encourage good practice.	01/09/2025	Ongoing	Teacher Lead/ HoS/HT	Posters created and displayed throughout the year	Cost of printing
	Develop biodiversity clubs or eco-committees for hands-on learning	01/09/2025	Ongoing	Teacher Lead/ HoS/HT	Both schools to have established an eco committee	N/A
	Y3 - 'Greener Tomorrow' curriculum which focuses on 'waste' and the importance of recycling. Litter picking on school grounds and local area.	01/09/2025	Ongoing	HoS/ HT	Curriculum embedded	N/A

Embed sustainability across the curriculum	Y4 - 'Greener Tomorrow' curriculum which focuses on the importance of birds and their habitats. Children to recognise the importance of habitats for wildlife, look at the impact of deforestation on climate as well as how it affects animals and also take part in the 'Big Garden Bird Watch'. Make bird feeders / houses	01/09/2025	Ongoing	HoS/ HT	Curriculum embedded	N/A
	Y5 - 'Greener Tomorrow' curriculum which focuses on the problem with single use plastics and micro plastics and water conservation	01/09/2025	Ongoing	HoS/ HT	Curriculum embedded	N/A
	Y6 - 'Greener Tomorrow' curriculum which focuses on the importance of renewable energy and the impact if burning fossil fuels. Every Y6 childre also plants a tree sapling and looks after it, encouraging a healthy growth	01/09/2025	Ongoing	HoS/ HT	Curriculum embedded	N/A
Recognition and motivation	Offer initiatives for students to become a part of groups, such as badges, awards, showcases, and celebrate climate heroes. Eco monitors to take part in litter picking events within school grounds and also with loical council in surrounding local area	01/09/2025	Ongoing	Teacher Lead/ HoS/HT	Children are recognised for their achievement within sustainability and climate.	Cost of awards
Offer CPD for staff on climate education	Include climate education in the yearly plan for staff CPD.	01/09/2025	Ongoing	CEO/ HoS/ HT	Climate embedded within PLD sessions throughout the year - use resources and external delivery	TBC
Provide opportunities to explore green careers within the community (visits, workshops, guest speakers)	Include trips/ visits, workshops, guest speakers, and virtual learning in the curriculum to encourage green careers.	01/09/2025	Ongoing	Teacher Lead/ HoS/HT	Add green careers to the careers/ trip planner over the academic year	TBC

Review the SDP, and incorporate climate education where possible	Include Climate within the curriculum where applicable	01/09/2025	Ongoing	Teacher Lead/ HoS/HT	Climate education embedded within the curriculum	N/A
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