

## Sustainability & Climate Change Improvement Plan

| Self-Evaluation Outcomes Summary  | Main Aims  | Evidence   | Longer Term Aims   |
|---|--|--|--|
| <p><b>Identified AFDs</b></p> <ul style="list-style-type: none"> <li>◇ An additional leadership post to be added to our staffing structure - sustainability &amp; climate change lead - &amp; a suitable candidate appointed</li> <li>◇ Review of the sustainability &amp; climate change topics &amp; learning opportunities in the school curriculum from EYFS – Y6 &amp; plan to address any gaps</li> <li>◇ Raise awareness in the school community re our school’s environmental footprint &amp; how it can be reduced</li> <li>◇ Engagement with external agencies re sustainability &amp; climate change &amp; local community projects</li> <li>◇ Involve all stakeholders in the our sustainability &amp; climate change strategy by working to achieve the Eco-Schools Green Flag Award</li> <li>◇ Share our progress towards the Eco-Schools Green Flag Award &amp; promote our climate change education work on the school website, via newsletters &amp; regular presentations to the Governing Board</li> </ul> | <ul style="list-style-type: none"> <li>◇ Introduce a sustainability &amp; climate change lead role as an accountable advocate to promote &amp; develop this important aspect of school development with all stakeholders &amp; work alongside the SLT</li> <li>◇ Provide CPD &amp; support for the sustainability &amp; climate change lead &amp; staff to meet the expectations of this improvement strategy &amp; deliver climate education effectively</li> <li>◇ Ensure sustainability &amp; climate change topics &amp; action are integrated throughout our school curriculum, as appropriate, &amp; the impact of this is clearly evident in terms of knowledge &amp; understanding learners gain re environmental education</li> <li>◇ Increase opportunities for ‘hands-on’ learning &amp; first hand experiences to support sustainability &amp; climate change learning</li> <li>◇ Audit &amp; reduce the school’s environmental footprint via promoting &amp; encouraging positive environmental behaviours amongst staff, learners &amp; the wider community</li> <li>◇ Reduce emissions from the school through energy efficiency projects &amp; effective waste management</li> <li>◇ Successfully achieve the Eco-Schools Green Flag Award &amp; form an Eco-Committee to involve learners &amp; other stakeholders in leading our sustainability &amp; climate change strategy</li> </ul> | <ul style="list-style-type: none"> <li>◇ Sustainability &amp; Climate Change Lead Job Description</li> <li>◇ Phase Newsletters</li> <li>◇ Stakeholder Surveys</li> <li>◇ School Website</li> <li>◇ Eco-Schools Green Flag Award Evidence File</li> <li>◇ Geography, Science, DT &amp; PHSE &amp; Relationships Education Medium-Term Planning</li> <li>◇ Geography, Science, DT &amp; PHSE &amp; Relationships Education Impact Reports</li> <li>◇ Termly Assembly Themes</li> <li>◇ Teaching &amp; Learning Agendas</li> <li>◇ Teaching &amp; Learning Governor Committee Meeting Minutes &amp; Records</li> <li>◇ Curriculum Enhancement Termly Overviews</li> </ul> | <ul style="list-style-type: none"> <li>◇ Improved biodiversity &amp; increased access to nature within the school grounds &amp; local area</li> <li>◇ Embedded engagement with the wider community re sustainability initiatives</li> <li>◇ Improved local sourcing &amp; food transparency reporting</li> <li>◇ Increased energy efficiency underpinned by use of data to inform actions &amp; implement decarbonisation solutions</li> <li>◇ Successful, established circular economy initiatives to significantly reduce single use products &amp; establish reusable strategies as common practice</li> <li>◇ Build &amp; retain local partnerships to share best practices &amp; build support</li> </ul> |

| Action   | Key Staff Responsible   | Target Dates  | Planned Support  | Monitoring Methods   | Success Criteria  | Resources, Finance or Training                                    |
|--|---|---|--|--|---|---|
| <p><b>Staff Training</b></p> <p>Source, attend &amp; disseminate staff training on sustainability &amp; climate change linked to:</p> <ul style="list-style-type: none"> <li>- Sustainability &amp; Climate Change Leadership</li> <li>- Eco-Schools Green Flag Award</li> </ul> | <p>Sustainability &amp; Climate Change Lead &amp; SLT</p> <p>Class Teachers</p> | <p>Half Termly Sustainability &amp; Climate Change CPD</p> <p>Sustainability &amp; Climate Change</p> | <p>T &amp; L Meeting Time</p> <p>MLT Release Time</p> <p>Subject Lead Release Time</p> | <p>Geography, Science, SMSC, PHSE &amp; Relationships Education Workbook Monitoring</p> <p>Observation</p> | <p>All staff will be fully aware of the sustainability &amp; climate change strategy &amp; make a significant contribution towards achieving the agreed goals in their day-to-day work</p> <p>Staff will be confident to deliver sustainability &amp; climate change topics</p> | <p>School Membership (ECM Training Courses)</p> <p>MLT Weekly</p> |

| Action   | Key Staff Responsible   | Target Dates   | Planned Support   | Monitoring Methods  | Success Criteria  | Resources, Finance or Training  |
|--|---|--|---|---|---|---|
| <ul style="list-style-type: none"> <li>- Sustainability &amp; Climate Change Teaching &amp; Learning Opportunities</li> <li>- Promoting Positive Environmental Behaviours</li> </ul>   | Sustainability & Climate Change Lead & SLT<br><br>Class Teachers  | Leadership Course Au2<br><br>Sustainability & Climate Change Staff Mtgs Sp1 & Su1 2026   | ECM Sustainability & Climate Change Courses<br><br>Sustainability & Climate Change Teaching Resources   | Teaching & Learning Governor Committee Reports & Minutes  | All staff will understand the importance if promoting, reinforcing & praising positive environmental behaviours in the classrooms, at breaktimes & dinnertimes & around school – reducing, reusing & recycling, litterpicking, unnecessary use of electricity etc.  | Release Time<br><br>Training Budget   |
| <p><b>Stakeholder Involvement &amp; Environmental Review</b></p> <p>Form an Eco-Committee (learner-led) to conduct an environmental review to identify initial areas for improvement &amp; then guide, regularly review &amp; promote the school’s work towards achieving the Eco-Schools Green Flag Award</p> <p>Conduct stakeholder surveys to provide a baseline for sustainability &amp; climate change awareness &amp; evidence the impact of improved school community knowledge of &amp; responsibility for desired environmental protection behaviours</p> | Sustainability & Climate Change Lead<br><br>Eco-Schools Green Flag Award Working Party<br><br>Stakeholder Volunteers<br><br>School Governors  | Establish Eco-Committee Membership & Meeting Schedule Au2<br><br>Stakeholder Surveys Sp1 & Su2 2026<br><br>Eco-Committee Club Sp1 2026 | Sustainability & Climate Change Lead Release Time<br><br>Eco-Committee After School Club<br><br>Assembly Time<br><br>Half Termly Whole School Green Days (Eco-Themed) | Teaching & Learning Governor Committee Reports & Minutes<br><br>Termly Eco-Committee Presentations<br><br>Stakeholder Survey Analysis Reports<br><br>Eco-Committee Website Page & Gallery | The environmental review will be completed by Sp1 & will establish the school’s current environmental practices & focus areas for improvement to guide development planning<br><br>The work of the Eco-Committee will be regularly shared via the school website to inform the whole community of their progress & promote sustainability & climate change behaviours<br><br>Stakeholder surveys will evidence the positive impact of school sustainability & climate change strategy | MLT Weekly Release Time   |
| <p><b>Curriculum Integration</b></p> <p>Review the Geography, Science, SMSC &amp; PSHE &amp; Relationships Education curriculum to integrate sustainability &amp; climate change education into the school curriculum regularly, progressively &amp; effectively</p> <p>Source high-quality resources &amp; supporting materials to enhance sustainability &amp; climate change education lessons &amp; link to relevant MTPs</p>  | Sustainability & Climate Change Lead & SLT<br><br>PSHE & Relationships Education, Geography, DT & Science Subject Leads<br><br>Class Teachers | Sustainability & Climate Change Curriculum Audit & Review Sp 2026<br><br>Half Termly Pre-Planning Meetings                             | Sustainability & Climate Change Lead Release Time<br><br>Teaching & Learning Meeting & Twilight Time<br><br>Curriculum Development Lead & Subject Lead Release Time   | Teaching & Learning Governor Committee Reports & Minutes<br><br>Bi-annual Subject Lead Monitoring Reports<br><br>Governor Monitoring Visit<br><br>Learner Discussion & Survey Outcomes    | The sustainability & climate change curriculum review will result in improvements that enhance learners’ progressive knowledge & understanding of environmental protection issues that will in turn influence positive, desired behaviours<br><br>Curriculum enhancement links in planning will be focused on increasing outdoor learning opportunities & biodiversity projects to develop a sense of agency amongst all stakeholders   | Eco-Learning Resources Budget - £2,000<br><br>Outdoor Learning Budget £10,000 |

| Action  | Key Staff Responsible  | Target Dates   | Planned Support   | Monitoring Methods  | Success Criteria   | Resources, Finance or Training |
|---|--|--|---|---|--|--------------------------------|
| <p><b>Outdoor Learning &amp; Biodiversity</b></p> <p>Review the current curriculum enhancement opportunities in all year groups (EYFS - Y6) in terms of curriculum learning outcomes &amp; links to biodiversity &amp; environmental education</p> <p>Seek to increase &amp; improve outdoor learning in all year groups so that there is a hands-on localised project that links to the intended learning outcomes for biodiversity &amp; environmental education</p>  | <p>Sustainability &amp; Climate Change Lead</p> <p>Curriculum Development Lead</p> <p>PHSE &amp; Relationships Education, Geography, DT &amp; Science Subject Leads</p> <p>Class Teachers</p>  | <p>Sustainability &amp; Climate Change Curriculum Audit &amp; Review Sp 2026</p> <p>Half Termly Pre-Planning Meetings</p>  | <p>Sustainability &amp; Climate Change Lead Release Time</p> <p>Teaching &amp; Learning Meeting &amp; Twilight Time</p> <p>Curriculum Development Lead &amp; Subject Lead Release Time</p>                    | <p>Teaching &amp; Learning Governor Committee Reports &amp; Minutes</p> <p>Bi-annual Subject Lead Monitoring Reports</p> <p>Governor Monitoring Visit</p> <p>Learner Discussion &amp; Survey Outcomes</p>     | <p>Through the purposeful revisions made to the school curriculum learners will be reconnected with nature &amp; restoring habitats to improve local biodiversity &amp; the environment</p> <p>Opportunities to take part in hands-on localised projects to make an impact on climate change &amp; adaptation will be carefully planned &amp; available in all year groups so that knowledge &amp; experiences build year-on-year</p>  |                                |
| <p><b>Operational Management</b></p> <p>Audit current sustainable practices across the school site:</p> <ul style="list-style-type: none"> <li>- waste management</li> <li>- energy efficiency</li> <li>- calculating carbon emissions</li> <li>- reducing carbon emissions</li> <li>- sustainable travel</li> </ul> <p>Identify actions to improve all sustainable practices &amp; share with the Eco-Committee &amp; Governors &amp; review progress towards them on a termly basis</p> <p>Eco-Committee members to promote &amp; monitor sustainable food choices &amp; food waste reduction ideas</p> | <p>Sustainability &amp; Climate Change Lead &amp; SLT</p> <p>Eco-Schools Green Flag Award Working Party</p> <p>Site Manager</p> <p>SBM</p> <p>Cleaning Team</p> <p>Catering Team</p> <p>Class Teachers</p> <p>Support Staff</p> <p>SMSA Team</p> | <p>Sustainability Audit Completion Sp2 2026</p> <p>Half Termly Sustainability Target Progress Review</p> <p>(Sustainability &amp; Climate Change Lead, Site Manager, SBM &amp; Eco-Committee)</p> <p>Termly Premises Governor Committee Meetings</p> | <p>Sustainability &amp; Climate Change Lead Release Time</p> <p>Site Manager &amp; SBM &amp; Kitchen Staff Meeting Time</p> <p>Eco-Schools Green Flag Award Working Party Agreed Daily &amp; Weekly Tasks</p> | <p>Eco-Schools Green Flag Award Working Party Meetings</p> <p>Sustainability Goals Monitoring &amp; Progress Reports</p> <p>Energy Efficiency Certificate Rating</p> <p>Staff &amp; Learner Travel Survey</p> | <p>A waste management plan will be developed &amp; implemented &amp; will directly impact on efficient reduction &amp; removal of waste</p> <p>Progress against sustainability goals will be tracked &amp; the impact &amp; lessons learned reported on termly at Governors' Meetings e.g energy rating improvement</p> <p>Energy &amp; water efficiency strategies will be regularly promoted amongst all stakeholders via green theme days &amp; monitored on a day-to-day basis resulting in energy efficiency savings over time</p> <p>Sustainability criteria will be included in the procurement of goods &amp; services</p> <p>Sustainable travel promotion will impact on stakeholder travel options &amp; decision making – car pooling staff, parents, carers &amp; learners &amp; active travel will increase evidenced by travel survey data</p> |                                |