Climate Action Policy and Climate Action Plan

Approved by:	Sarah Paoletti, Headteacher	**Date:** 08/12/25
Last reviewed on:		
Next review due by:	07/12/26	

Climate Action Policy and Climate Action Plan

Purpose
Educate U is committed to developing a sustainable, healthy and resilient environment for our pupils, staff, families and the wider community. Our Climate Action Policy sets out our responsibility and ambition to reduce our environmental impact, adapt to the challenges of climate change, and integrate sustainability into all aspects of school life — from education to operations.

Scope
This policy applies to all members of the Educate U community: pupils, teaching and support staff, leadership and governance, and when appropriate, families and external partners.

Principles

1. Leadership and accountability
    - We will appoint a dedicated Sustainability Lead (or team) responsible for coordinating, monitoring and reporting on our climate action efforts.
    - Senior Leadership and Governance will embed climate and sustainability in our strategic decision-making and planning processes.
2. Whole-school commitment and inclusion
    - Sustainability is part of our school culture: all members of our community including pupils, staff, families share responsibility.
    - We will ensure equity and inclusion, recognising that the impacts of environmental challenges and climate change are not experienced equally.
3. Education and empowerment
    - Educate U will embed climate education, environmental awareness, and "green skills" across the curriculum, so our pupils understand climate change, biodiversity, sustainability, and are empowered to act.
    - We will foster a sense of stewardship: pupils will have opportunities to participate in sustainability initiatives and contribute their ideas and energy.
4. Environmental responsibility
    - We aim to reduce our carbon footprint, energy and water use, waste, and other environmental impacts.
    - We commit to sustainable use of our estate, resources and procurement, prioritising low-impact, long-term and nature-friendly choices.
5. Resilience and adaptation

- We will prepare for and respond to environmental risks (e.g. flooding, overheating, water scarcity), ensuring our school and its estate remain safe and resilient.
- We will promote biodiversity and healthy ecosystems through nature-based approaches and site management.

6. Transparency and community engagement
    - We will regularly communicate our climate and sustainability goals, progress and challenges to pupils, staff, families and stakeholders.
    - We will welcome input, collaboration and feedback from the school community to shape and improve our actions.

Commitment

Educate U commits to developing and maintaining a formal Climate Action Plan (see below) which will guide our actions across key sustainability pillars. We commit to reviewing this policy and plan annually, monitoring progress, and updating as needed to ensure continuing relevance and impact.

Governance & Monitoring

- Appoint a Sustainability Lead (or small Green Team), responsible for coordinating climate work, tracking progress, and reporting. This aligns with expectations from DfE.
- Include sustainability / climate action as a recurring agenda item in Leadership / Governing Body meetings.
- Monitor progress annually: review achievements against each pillar, identify successes, challenges, and next steps.
- Maintain transparency: publish a short annual sustainability report for the school community.

Review and Continual Improvement

Educate U recognises that sustainability and climate action is a long-term commitment. This policy and plan will be reviewed at least once per academic year. We will update actions based on progress, new opportunities, changing circumstances (e.g. building works, available funding, changes in guidance). We will also welcome feedback from pupils, staff, parents and other stakeholders to shape future priorities.

Climate Action Plan – Educate U

Theme	Context	DfE Climate Pillar Link	Objectives	Actions	Due Date
1. Leadership & Governance	School must lead sustainability without control over buildings.	*Decarbonisation & Net Zero; Adaptation & Resilience*	- Embed sustainability in strategic planning. - Enable pupil voice. - Meet DfE expectations.	Appoint a Sustainability Lead.	Jan 2026
				Include sustainability in termly governance reports.	Mar 2026
				Establish a student eco-voice group.	Jun 2026
				Produce an annual carbon footprint report (using DfE tools).	Dec 2026
2. Buildings & Energy Use	Rented buildings – no solar panels or structural work possible.	*Decarbonisation & Net Zero; Adaptation & Resilience*	- Reduce energy waste. - Influence landlord decisions. - Increase resilience to extreme temperatures.	Run staff/pupil energy-awareness campaign.	Oct 2026
				Use plug-in low-energy devices (LED lamps, smart plugs).	Dec 2026
				Conduct termly energy walkarounds to identify waste.	Mar 2026 (termly)
				Meet annually with landlord to request sustainable improvements (heating efficiency, insulation, lighting, new windows working on small steps to improve each building under the glazing survey).	Sept 2026

Theme	Context	DfE Climate Pillar Link	Objectives	Actions	Due Date
3. Travel & Transport	Most pupils travel via LA-funded transport; limited school control.	*Decarbonisation & Net Zero*	- Reduce operational travel emissions. - Influence LA transport sustainability.	Promote sustainable staff travel (car sharing, shared student transport, public transport).	Apr 2026
				Engage LA transport team re: low-emission/electric vehicle use.	July 2026
4. Curriculum & Teaching	SEN/SEMH needs require accessible and trauma-informed approaches.	*Climate Education & Green Skills; Adaptation & Resilience*	- Build climate literacy in a SEND-friendly way. - Embed sustainability across subjects. - Develop green skills for future employability.	Integrate climate themes into PSHE, science, life skills, employability.	Ongoing from Jan 2026
				Develop accessible visual/structured resources for climate learning. E.g. Staff using products that could be recycled for topics, arts and crafts.	Sept 2026
				Annual staff CPD on environmental education.	Jul 2027
				Run eco-projects (recycling challenges, upcycling).	Mar 2026
				Introduce green-skills modules linked to vocational pathways.	Jul 2027
5. Waste, Resources & Procurement	Budget constraints; opportunity to reduce waste.	*Decarbonisation & Net Zero*	- Reduce waste. - Improve recycling. - Purchase more sustainably.	Develop school-wide recycling system.	May 2026
				Reduce single-use items.	Apr 2026
				Encourage sustainable procurement e.g. building cupboards, rather than buying, making large orders rather than many smaller ones to reduce transport.	Mar 2026

Theme	Context	DfE Climate Pillar Link	Objectives	Actions	Due Date
				Implement print-smart policy (B&W default, digital worksheets and encouraging paper free).	Feb 2026
				Use refillable stock where appropriate e.g refillable handwash and santiser.	Jul 2026
6. Nature, Outdoor Learning & Biodiversity	Limited outdoor space; cannot expand site.	*Biodiversity & Nature; Climate Education & Green Skills*	- Maximise biodiversity in small areas. - Increase engagement with the natural world.	Add window-box or vertical planters.	Apr 2026
				Support micro-habitats (mini pond in pot, log pile) at Forest school/Allotment.	May 2026
				Use community spaces (parks/allotments) for outdoor learning.	Mar 2026
				Teach children about biodiversity via Outdoor Education.	Ongoing from Feb 2026
7. Community & Partnerships	Opportunities to build external relationships.	*Climate Education & Green Skills; Adaptation & Resilience*	- Strengthen sustainability through collaboration. - Engage parents/community.	Partner with LA climate teams, colleges, community groups.	Jun 2026
				Deliver Annual Sustainability Week.	Jul 2026
				Share progress in newsletters/parent forums.	Termly
Monitoring, Evaluation & Report	Need clear tracking despite limited	*Decarbonisation & Net Zero; Adaptation &*	- Review progress regularly. - Adjust plan annually.	Termly review of energy, waste, travel data.	Termly from Mar 2026

Theme	Context	DfE Climate Pillar Link	Objectives	Actions	Due Date
	building control.	*Resilience*		Annual refresh of Climate Action Plan.	Dec each year
				Produce student-friendly summary of progress.	Jul each year