Climate Action Plan 2025-2027



The Department for Education's 'Sustainability & Climate Change Strategy for Education' states that: "By 2025, all education settings will have nominated a sustainability lead and put in place a climate action plan".

The DfE guidance related to this strategy can be viewed at: www.gov.uk/government/publications/sustainability-and-climate-change-strategy

The focus of the plan is to ensure that every school's provision and delivery is sensitive to the local, national and global environment around us.

The 'Sustainability & Climate Change Strategy for Education' sets out eleven clear objectives for schools to take forward, and as this is a long-term project and commitment, we are prioritising specific foci as we move forward:

No.	Focus	RAG Check	Mid-Point Evaluation
1	Increase the confidence and expertise of your Leadership team, staff, learners, and students in understanding climate change and how positive change can be achieved		See below
2	Create a culture that prioritises sustainability		Ongoing – see below
3	Share effective practice with other education settings and develop a peer-to-peer learning network		Ongoing – see below
4	Use data to identify and prioritise action		Ongoing – see below
5	Improve energy and water efficiency		See below
6	Calculate your carbon emissions and identify ways to reduce them		Largely TBC
7	Reduce operating costs		Ongoing as these projects only completed during Summer 2026
8	Increase resilience and start adapting to the impacts of climate change		See below
9	Enhance biodiversity		Largely on hold – site redevelopment not currently foreseen along these lines

No.	Focus	RAG Check	Evaluation
10	Help learners develop skills and knowledge which help them to contribute to sustainability and climate change in their lives and future jobs		See below
11	Bring together related actions and plans, such as your School Travel Plan, and Waste Management Plan for a cohesive approach		Largely TBC

Our school takes our commitment to Sustainability & Climate Change very seriously and so will deploy joint Sustainability Leaders in the shape of our Headteacher (Mark Drury), as our overall school leader, and Lisa Pratt (School Manager), as our key figure in terms of buildings, site developments and related contracts.

These school Sustainability Leaders will be supported by our Trust - the Primitas Learning Partnership - who have their own strategic commitments to Sustainability & Climate Change within the over-arching Trust Action Plan.

This partnership will pursue their oversight by:

- Developing and driving the setting's sustainability vision and action plan
- Co-ordinating activity across teaching, estates, leadership and community engagement
- Engaging staff, learners and other stakeholders to build buy-in and momentum
- Tracking progress against sustainability goals, reporting impact and lessons learned
- Staying informed about relevant policies, practices and opportunities
- Championing equity and inclusive approaches in sustainability work

This oversight will also take into mind the Department for Education's four key pillars for considering sustainability and climate action:

- Adaptation and resilience: how the setting is preparing for and responding to the impacts of climate change.
- Biodiversity and nature: efforts to protect and enhance nature and wildlife within the setting and its surroundings.
- Climate education and green skills: how learners are supported to understand climate change, sustainability, and develop relevant skills.
- Decarbonisation and net zero: actions to measure and reduce greenhouse gas emissions, working towards net zero.

Sustainability & Climate Change Action Plan

No.	Focus	Action	Resp	Resources	Deadline	Check	Evaluation / Impact
1	**Developing Expertise** Increase the confidence and expertise of your leadership team, staff, learners, and students in understanding climate change and how positive change can be achieved	Implement a wide-ranging Focus Week Programme which covers a range of aspects linked to Sustainability & Climate Change; Eg - assemblies, tutor time, activities, trips, speakers, competitions, etc.	HT	None	Sept 2025 On-Going		Took place – contributed to school receiving Eco-Schools Green Flag Award with Distinction (Summer 2026)
		Implementation of Focus Week - World Clean Up Day Focus Week - with a focus on the local environment, work with The Litter Legends', personal and community responsibilities, etc.	SSN	None	W/B 22 Sept 2025		*Ibid.*
		Implementation of Focus Week - Second-Hand September - with a focus on options (such as vintage, charity, etc), a preview of Birmingham Rag Market, examples of items, etc.	HoH / Students	None	W/B 29 Sept		*Ibid.*
		Implementation of Focus Week - World Food Day - with a focus on British foods, local produce, healthy eating, and a British cook book, etc.	HoH / Students	None	W/B 13 Oct 2025		*Ibid.*
		Implementation of Focus Week - Remembrance (Environmental Impact of War) - with a focus on the environmental cost of war, a visit to The National Arboretum, etc.	SSN	None	W/B 3 Nov 2025		*Ibid.*
		Implementation of Focus Week - Road Safety Week - Diesel / Electric / Petrol - with a focus on car types, Local Council decision-making, HS2 v Chinese trains, etc.	HoH / Students	None	W/B 17 Nov 2025		*Ibid.*
		Implementation of Focus Week - Recycling at Xmas - with a focus on recycled Xmas gifts, visit to Cannock Waste Management Centre, visit from Lichfield District Council, etc.	SGG	None	W/B 1 Dec 2025		*Ibid.*
		Implementation of Focus Week - World Heroines - Greta Thunberg - with a focus on a global environmental role model, UK examples with Bella Lack and Mya-Rose Clark, etc.	SGG	None	W/B 12 Jan 2026		*Ibid.*
		Implementation of Focus Week - Go Green Week - with a focus on practical examples, daily examples, school examples, etc.	HoH / Students	None	W/B 9 Feb 2026		*Ibid.*

No.	Focus	Action	Resp	Resources	Deadline	Check	Evaluation / Impact
		Implementation of Focus Week - Big Plastic Countdown - with a focus on the impact of global plastic waste; such as oceans, ecosystems, turtles, etc.	SFR	None	W/B 2 Mar 2026		*Ibid.*
		Implementation of Focus Week - World Water Day - with a focus on British water pollution, government role, drought, case study of South Africa, etc.	HoH / Students	None	W/B 16 Mar 2026		*Ibid.*
		Implementation of Focus Week - Fashion Revolution Week - with a focus on charity / vintage / parent fashion show, etc.	LHN	None	W/B 13 Apr 2026		*Ibid.*
		Implementation of Focus Week - - British Heroes Week - David Attenborough - with a focus on a British global environmental role model, etc.	DBN	None	W/B 4 May 2026		*Ibid.*
		Implementation of Focus Week - Sun Awareness Week - with a focus on sun risks, prevention, parental contact, etc.	SGE	None	W/B11 May 2026		*Ibid.*
		Implementation of Focus Week - Endangered Species Week - with a focus on species, locations, sponsorship, wildlife charities, etc.	SGE	None	W/B 18 May 2026		*Ibid.*
		Implementation of Focus Week - Clean Air Day - with a focus on air pollution, measurements, global differences, etc.	SGE	None	W/B 1 June 2026		*Ibid.*
		Implementation of Focus Week - World Ocean Day - with a focus on plastic pollution, human and wildlife ingestion, etc.	SGE	None	W/B 8 June 2026		*Ibid.*
		Implementation of Focus Week - Reviewing The Year Of The Environment - with a focus on re-examining the min messages and themes of the school year, etc.	HT	None	W/B 6 July 2025		*Ibid.*
		Implementation of 38 current affairs quizzes which include Focus Weeks topics - 17 of which are environment focused.	SSN HCL HoH	None	Sept 2025 On-Going		*Ibid.*

No.	Focus	Action	Resp	Resources	Deadline	Check	Evaluation / Impact
2	**Sustainability Culture** Create a culture that prioritises sustainability	Implementation of a wide-ranging Focus Week Programme which covers a range of aspects linked to Sustainability & Climate Change; Eg - assemblies, tutor time, activities, trips, speakers, competitions, etc	HT All	None	Sept 2025 On-Going		Took place – contributed to school receiving Eco-Schools Green Flag Award with Distinction (Summer 2026)
		Community work by student leaders with Lichfield Litter Legends as part of World Clean Up Day Focus Week.	SGG	None	Sept 2025 On-Going		Took place
		Schedule Focus Week on World Food Day for 2026-7 to raise awareness of sustainable agriculture	MDY RBS	None	Sept 2026 Nov 2026		Took place
		Creation of House Eco-Reps to support environmental projects in Houses and across the school.	HT HoH	None	Sept 2025		Pushed back into 2026-7
		Re-submission Eco School Status assessment to retain status	SSN MAU	Cost of Submission	Sept 2025 June 2026		School received Eco-Schools Green Flag Award with Distinction (Summer 2026)
		Implement high-profile canteen / school recycling bins - taking in food waste as well - to breed and action a sustainability culture on a daily basis.	HT LPT	Cost of New Contract	Sept 2025 On-Going		In place
		Formalise our second-hand / recycled clothing provision by setting up racks in the School House.	HT LPT	Installation of storage in School House	Apr 2026 June 2026 Sept 2026		Schools' collection of second-hand uniform has been rationalised along slightly different lines
		Share our Sustainability & Climate Action Plan with Let's Go Xero after partnership work on self-evaluation and data.	HT	None	Sept 2025		
3	**Sharing Good Practice** Share effective practice with other education settings and develop a peer-to-peer learning network	Share our Sustainability & Climate Action Plan with parents / community via school website	HT	None	Sept 2025		A previous version of the plan was available.
		Share our Sustainability & Climate Action Plan across our Trust	HT	None	Jan 2026		Took place
		Share environment-related 'good news' article with the community via school website and social media platforms.	HT	None	Sept 2025 On-Going		

No.	Focus	Action	Resp	Resources	Deadline	Check	Evaluation / Impact
4	**Use of Data** Use data to identify and prioritise action	Review 'Let's Go Zero' data to inform short-term practices and our Climate Action Plan for 2026-2027.	HT LPY ADN	None	Sept 2025 May 2026 Sept 2026		Ongoing as these projects only completed during Summer 2026
		Review costings saved through new heating and boiler system to inform energy usage for 2026-2027	HT LPY ADN	Trust / School SCA Project	Sept 2025 Dec 2026 Apr 2026		Ongoing as these projects only completed during Summer 2026
		Review costings saved through new Science roofing to inform energy usage for 2026-2027	HT LPT	Trust / School SCA Project	Dec 2025 July 2026 Sept 2026		Ongoing as these projects only completed during Summer 2026
		Review costings saved through new double-glazed windows to inform energy usage for 2026-2027	HT LPT	Trust / School SCA Project	Dec 2025 July 2026 Sept 2026		Ongoing as these projects only completed during Summer 2026
		Review costings saved through new staff toilets to inform energy usage for 2026-2027	HT LPT	Trust / School SCA Project	Dec 2025 July 2026 Sept 2026		Ongoing as these projects only completed during Summer 2026
		Install a new energy-efficient boiler system	HT LPT	Trust / School SCA Project	Sept 2025 Dec 2025		In place
5	**Improving Efficiencies** Improve energy and water efficiency	Install a new energy-efficient heating system	HT LPT	Trust / School SCA Project	Sept 2025 Dec 2025		In place
		Install heating sensors to 'live' determine need for heating energy.	HT LPT	Trust / School SCA Project	Sept 2025 Dec 2025		*Ibid.*
		To review new heating model at set points to call in specialist support to improve efficiencies as the model beds in	HT LPT	Trust / School SCA Project	Sept 2025 Dec 2025 Apr 2026 Sept 2026		*Ibid.*
		Install new Science roofing with extra insulation	HT LPT	Trust / School SCA Project	Dec 2025 Sept 2026		*Ibid.*
		Install new double-glazed windows which bring extra insulation	HT LPT	Trust / School SCA Project	Dec 2025 Sept 2026		*Ibid.*
		Install new staff toilets with automatic turn-off taps and water efficient flushes	HT LPT	Trust / School SCA Project	Dec 2025 Sept 2026		*Ibid.*
		Secure a replacement ground maintenance company which is a cost-benefit and has improved green / environment credentials.	HT LPT ADN	Cost of Contract	Sept 2025 On-Going		TBC

No.	Focus	Action	Resp	Resources	Deadline	Check	Evaluation / Impact
6	**Carbon Emissions** Calculate your carbon emissions and identify ways to reduce them	Meet with 'Let's Go Zero' representative to conduct a Count Your Carbon Review	HT LPT	None	Sept 2025		TBC
		Gather 'Energy & Utilities' data as part of the 'Let's Go Zero' review	HT LPT	None	Sept 2025		TBC
		Gather 'Waste' data as part of the 'Let's Go Zero' review	HT LPT	None	Sept 2025		TBC
		Gather 'Water' data as part of the 'Let's Go Zero' review	HT LPT	None	Sept 2025		TBC
		Gather 'Transport' data as part of the 'Let's Go Zero' review	HT LPT	None	Sept 2025		TBC
		Gather 'Food' data as part of the 'Let's Go Zero' review	HT LPT	None	Sept 2025		TBC
		Gather 'Purchasing' data as part of the 'Let's Go Zero' review	HT LPT	None	Sept 2025		TBC
		Review 'Let's Go Zero' data to inform short-term practices and our Climate Action Plan for Sept 2027 onwards.	HT LPT	None	April 2027		
7	**Reducing Costs** Reduce operating costs	Installation and monitoring of reduced costs through new heating and boiler system	HT LPT	Trust / School SCA Project	Sept 2025 Dec 2025 Sept 2026		Ongoing as these projects only completed during Summer 2026
		Installation and monitoring of reduced costs through new Science roofing	HT LPT	Trust / School SCA Project	Dec 2025 Sept 2026		Ongoing as these projects only completed during Summer 2026
		Installation and monitoring of reduced costs through new staff toilets	HT LPT	Trust / School SCA Project	Dec 2025 Sept 2026		Ongoing as these projects only completed during Summer 2026
		Installation and monitoring of reduced costs through new double-glazed windows	HT LPT	Trust / School SCA Project	Dec 2025 Sept 2026		Ongoing as these projects only completed during Summer 2026
8	**Responding to Climate Change** Increase resilience and start adapting to the impacts of climate change	Focus Week campaigns to inform students / families of the impact of climate change	HT	None	Sept 2025 On-Going		Took place
		Install water-efficient staff toilets; Eg - automatic taps, efficient flushes, etc	HT LPT	Trust / School SCA Project	Dec 2025 Sept 2026		In place
		Install new double-glazed windows - in order to eliminate single-glazed windows from our school site.	HT LPT	Trust / School SCA Project	Dec 2025 Sept 2026		In place
		Install new Science roof - with improved drainage and insulation	HT LPT	Trust / School SCA Project	Dec 2025 Sept 2026		In place

No.	Focus	Action	Resp	Resources	Deadline	Check	Evaluation / Impact
9	**Enhance Biodiversity** Enhance biodiversity	Secure a replacement ground maintenance company with improved green / environment credentials.	HT LPT ADN	Cost of Contract	Sept 2025 On-Going		TBC
		Plan a school garden for implementation and programme - pending a decision on Sixth Form development project	HT LPT	Cost of Garden Installation	Sept 2025 June 2026		On hold – site redevelopment not currently foreseen along these lines
		Plan and implement curriculum programme building school garden into learning modules, outdoor lesson, etc.	HT	Teaching Resources	Sept 2025 June 2026		On hold – site redevelopment not currently foreseen along these lines
10	**Teaching & Learning** Help learners develop skills and knowledge which help them to contribute to sustainability and climate change in their lives and future jobs	Implement a wide-ranging Focus Week Programme which covers a range of aspects linked to Sustainability & Climate Change; Eg - assemblies, tutor time, activities, trips, speakers, competitions, etc	HT	None	Sept 2025 On-Going		Took place
		House Debating Competition - Year 12 - Road Safety Week; Ie - The net zero target is a waste of money and should be scrapped…	SSN HCL	None	W/B 17 Nov 2025		*Ibid.*
		House Debating Competition - Year 9 - Go Green Week; Ie - It is impossible to be a wealth country if you care about environmental protection…	SSN HCL	None	W/B 9 Feb 2026		*Ibid.*
		House Debating Competition - Year 8 - The Big Plastic Countdown; Ie - The government should ban all single-use plastics within the next five years…	SSN HCL	None	W/B 2 Mar 2026		*Ibid.*
		House Debating Competition - Year 7 - Refugee Week; Ie - Climate refugees should be accepted into the UK as a priority…	SSN HCL	None	W/B 15 June 2026		*Ibid.*
		House Independent Learning Competition - Focus Week - World Heroines - Greta Thunberg	SSN HCL	None	W/B 12 Jan 2026		*Ibid.*
		House Independent Learning Competition - Focus Week - British Heroes - David Attenborough	SSN HCL	None	W/B 4 May 2026		*Ibid.*

No.	Focus	Action	Resp	Resources	Deadline	Check	Evaluation / Impact
11	**Related Planning & Actions** Bring together related actions and plans, such as your School Travel Plan, and Waste Management Plan for a cohesive approach	Integration of the completion of Staffordshire County Council School Transport Plan into Sustainability & Climate Action Plans.	HT	None	Dec 2025		TBC
		Integration of the completion of Community Engagement Links - such as with The Litter Legends, The National Arboretum, Local Recycling & Waste Centres, Local Councils, etc - into Sustainability & Climate Action Plans.	HT	None	Sept 2025 On-Going		TBC
		Integration of Solar Panel energy generation data into Sustainability & Climate Action Plans.	HT ADN	None	Mar 2026		TBC
		Integration of PTFA into Fashion Show project into Sustainability & Climate Action Plans.	LHN	None	May 2026		TBC
		Integration of Communication approach into school events and project connected into Sustainability & Climate Action Plans.	HT	None	Feb 2026		Took place – contributed to school receiving Eco-Schools Green Flag Award with Distinction (Summer 2026)
		Undertake research to identify 'Additional Sustainability & Climate Action Plan Projects' to plot options for future school plans.	HT	None	Dec 2025		TBC