

Sustainability and climate action plan 2025-26

The DfE's guidance 'Sustainability leadership and climate action plans in education' has highlighted the importance of adopting a whole-school approach to turn planning into action. In its sustainability and climate change strategy, the DfE stated that it expects all schools to have nominated sustainability leads and put in place a climate action plan by 2025.

A climate action plan should cover the following four areas and be aligned with the DfE's sustainability and climate change strategy:

Decarbonisation, e.g. calculating and taking actions to reduce carbon emissions

Adaptation and resilience, e.g. taking actions to reduce the risk of flooding and overheating

Biodiversity, e.g. engaging with the National Education Nature Park and enrolling in the Climate Action Award

Climate education and green careers, e.g. ensuring that education gives knowledge-rich and comprehensive teaching about climate change and that teachers feel supported to offer this.

Schools need to work towards four strategic aims:

1. **Excellence in education and skills for a changing world:** preparing all young people for a world impacted by climate change through learning and practical experience.
2. **Net zero:** reducing direct and indirect emissions from education and care buildings, driving innovation to meet legislative targets and providing opportunities for children and young people to engage practically in the transition to net zero.
3. **Resilient to climate change:** adapting our education and care buildings and system to prepare for the effects of climate change.
4. A **better environment for future generations:** enhancing biodiversity, improving air quality and increasing access to, and connection with, nature in and around education and care settings.

This action plan has been created in accordance with the above guidance and can be used to help schools identify priority areas of action. When using this template, indicate whether the action is in place, the date the action was last reviewed, any further action required, who will be involved in the action and any additional comments.

<https://www.gov.uk/government/publications/sustainability-and-climate-change-strategy>

<https://www.gov.uk/government/publications/sustainability-and-climate-change-strategy/sustainability-and-climate-change-a-strategy-for-the-education-and-childrens-services-systems>

DfE Sustainability and climate change strategy (2022) area	Objective ID	Objectives	Status: complete / in progress / not yet started	Date for completion	Date Actions to be Reviewed	Action owner(s)	Actions	Notes & sources
Action area 1: Climate education	AA1: CE01	All children learn about nature, the causes and impacts of climate change and the importance of sustainability. These themes are included in the curriculum for all students.	In Progress	Term 2	T3, 2025/26	HoE	Sustainability within the environment added to My Independence Handbook. Climate change to be reviewed and aligned with the curriculum- My World aspects; All pupils develop an age-appropriate understanding of nature, environmental change and sustainability through real-life experiences, seasonal exploration, caring for living things and learning how shared spaces are looked after.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 1: Climate education	AA1: CE02	All teaching staff can access CPD / best practice regarding climate change & sustainability education. E.g. https://nationalcollege.com/courses/sustainability-in-the-wider-curriculum-primary-special-schools	In Progress			HoL&D	Staff assigned training to national college platform and training bulletin to remind all staff where they can access the training with link via email.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 1: Climate education	AA1: CE03	All staff can access carbon literacy training with at least one person in each department completing the training and implementing the learning. https://letszero.org/carbon-literacy/	In progress	Term 3	T3, 2025/26	HoL&D	2025 training was full, new dates to be released in 2026. In department meeting term 3, one person to be nominated to undertake sessions.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 1: Climate education	AA1: CE04	All pupils can access green spaces & outdoor learning e.g. vegetable growing, weather monitoring	Complete	Term 2	T3, 2025/26	HoE	Infants- childrens kitchen, new planters and growing areas e.g. herb garden. Juniors and Secondary- Planting curriculum Term 6 Science. Sixth form horticulture allotment work. Weather monitoring to link with My World curriculum. My world coverage; All pupils access green spaces and outdoor learning through activities such as gardening, seasonal exploration and noticing weather and environmental change	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 1: Climate education	AA1: CE05	Briarwood School to join the National Education Nature Park programme & undertake biodiversity and mapping surveys https://www.educationnaturepark.org.uk/	In Progress	Term 2	T3, 2025/26	HoE	Link and information sent to subject coordinator to sign us up and use/disseminate the resources that are meaningful to our pupils.	Sources: https://www.educationnaturepark.org.uk/ DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023 DfE Sustainability and Climate Change Strategy: our progress so far, Dec 23
Action area 1: Climate education	AA1: CE06	All students learn about the importance of green spaces, healthy habitats and biodiversity.	Complete	Term 1	T2, 2025/26	HoE	Through Science, My World and My Independence subject areas. Students have wormery, bug hotels etc linking to outdoor jobs. All pupils learn about green spaces, healthy habitats and biodiversity through caring for plants, exploring natural environments and noticing living things.	
Action area 1: Climate education	AA1: CE07	All children learn about recycling and reducing waste and students actively participate in recycling activities including use of classroom recycling bins and weekly litter picks.	Complete	Term 1	T2, 2025/26	HoE	New recycling bins across sites. My Independence handbook linking to: composting, reusable materials, litter picking, water butt systems etc... launched Sept 2025. My World curriculum; All pupils develop an understanding of recycling and reducing waste through practical activities such as using classroom recycling bins and taking part in supported litter-picking activities.	
Action area 1: Climate education	AA1: CE08	Create a food curriculum including a whole school approach to food and waste management (this should enhance and build on food tech curriculum)	Complete	Term 1	T2, 2025/26	HoE	Cooking and waste management curriculum within My Independence handbook. launched Sept 2025. CPD childrens kitchen session to develop staff knowledge and approach.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023

Action area 1: Climate education	AA1: CE09	Utilise the Waste and Resources Action Programme (WRAP) food waste prevention pack to share resources for schools and children that support food waste prevention: <i>Wrap: Taste It, Don't Waste It: Education resources on the topic of food waste</i>	In Progress	Term 4	T4, 2025/26	HoE	Add food waste to the cooking aspects of My Independence Handbook. Cooking skills and hygiene practices embedded within the handbook including accreditation. Emailed subject coordinator to look into the food waste prevention pack.	Sources: https://www.wrap.ngo/resources/campaign-assets/taste-it-dont-waste-it-education-resources-topic-food-waste#download-file DfE Sustainability and Climate Change Strategy: our progress so far, Dec 23
Action area 1: Climate education	AA1: CE10	The curriculum includes educational visits with environmental, nature and sustainability themes.	Complete	Term 1	T2, 2025/26	HoE	Enrichment links created on curriculum overview, linking with 'active travel to school' initiative. The curriculum includes educational visits and experiences with environmental, nature and sustainability themes, adapted to be accessible and meaningful for all pupils, including outdoor learning, planting activities, exploration of seasonal change and community environmental activities within My World.	
Action area 1: Climate education	AA1: CE11	Request support from a Climate Ambassador to develop our sustainability action plan further (in partnership with the University of Reading, funded by DfE)	Not Yet Started	Term 2	T3, 2025/26	HoE	HoE to action this	Sources: https://climateambassadors.org.uk/get-involved/ https://www.stem.org.uk/resources/elibrary/resource/540379/how-request-support-climate-action-plan
Action area 1: Climate education	AA1: CE12	All schools will have a pupil council led by their Head of School with pupils attending regular meetings. Pupil council will work alongside school action plans and policies to develop in-school initiatives that promote the issues related to the DIP and SIP, such as sustainability, curriculum and personal development	In progress	Ongoing		HoE	All schools are developing pupil voice through pupil council activity led by the Head of School. While approaches vary across sites, the My World curriculum provides a consistent framework for pupil voice by embedding choice-making, consultation and shared decision-making within real experiences. Through My World, pupils contribute to in-school initiatives linked to the DIP and SIP, including sustainability, curriculum	
Action area 2: Green skills and careers	AA2: GS01	Students to be offered NCFE/ASDAN modules focussed on green skills & sustainability	In Progress	Term 2	Term 3	HoS 6th Form	Already on offer: Community Action, Environmental Awareness, Developing Community participation; caring for the environment.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 2: Green skills and careers	AA2: GS02	Offer students access to the Climate Leaders Award, accessed via Duke of Edinburgh https://www.dofe.org/climate-change-programme/	In progress	Ongoing	Term 4	HoS 6th Form	Meeting arranged for 2nd October to discuss putting it into action.	Sources: https://www.dofe.org/climate-change-programme/ DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 2: Green skills and careers	AA2: GS03	Ensure green careers are covered within 6th Form careers advice offer	Not Yet Started			HoS 6th Form	Conduct a survey of green skills and careers awareness with pupils (https://www.sustainabilitysupportforeducation.org.uk/indicator/survey-green-skills?ref_from=5&ref_maturity_level=1&ref=taking-first-steps)	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 2: Green skills and careers	AA2: GS04	Work experience include options focussed on sustainability & climate change action - this to be also verified by achieving the "Green Careers champion" Award	In progress	Ongoing	Term 2	HoS 6th Form	To achieve the Award, Careers leaders and advisers need to attend a Careerpilot training webinar, then use the green jobs teaching resources to support students, and parents and carers to learn more about green jobs. HoS 6th Form has signed up for training on November 19th	Sources: https://www.westofengland-ca.gov.uk/case-studies/from-classrooms-to-careers-cowi-and-the-west-of-england-careers-hub-inspire-the-engineers-of-tomorrow-2/#:~:text=The%20Green%20Careers%20Champion%20Award&text=To%20achieve%20the%20Award%2C%20Careers,learn%20more%20about%20green%20jobs. https://www.westofengland-ca.gov.uk/what-we-do/employment-skills/green-futures-project/
Action area 2: Green skills and careers	AA2: GS05	Bikeability training offered to all pupils in Juniors, Secondary and Nexus to increase activity, improve wellbeing, reduce carbon emissions and improve air quality	In Progress	Term 3	T2, 2025/26	HoE	Enrichment timetable mapped out for 2025-2026, Increased to 3 slots of bikeability. Cycling proficiency skills to link in with bikeability offer. Met with 'active travel to school' to map out curriculum opportunities across the year e.g. daily exercise, road safety, scooter club.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023

Action area 2: Green skills and careers	AA2: GS06	All students experience time and activities in outdoor areas that include planting to encourage wildlife and or productive growing (vegetables, fruit, flowers) and or rewilding and tree planting.	Complete	Term 1	T2, 2025/26	HoE	Students now access 3 x allotments, planting is an area of focus for KS2-KS4 pupils in Term 6 within Science, Outdoor jobs and gardening outlined within My Independence Handbook. New handbook to go out to the full teaching team in Term 1. Within the My World curriculum, all pupils regularly access outdoor learning through planting, growing and caring for green spaces, enabling them to experience sustainability, biodiversity and environmental responsibility in meaningful, age-appropriate and accessible ways.	
Action area 2: Green skills and careers	AA2: GS07	Professional sustainability initiatives to be shared with students, with participation opportunities offered.	In Progress	Sep-25		HoS 6th Form	Professionals to present on careers & host activities.	
Action area 2: Green skills and careers	AA2: GS08	School to participate in Healthy Schools award which focuses on healthy eating, benefits of exercise, sustainability and outdoor learning	In Progress	Ongoing		TLR Holder	Continue towards Healthy Schools Gold Award	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 3: Education estate and digital infrastructure	AA3: EE01	New builds and new blocks: environmental sustainability, carbon reduction and energy efficiency to be built in to every procurement specification, applying the BREEAM standards in all of its new building projects	In Progress	Ongoing	T5, 2025/26	HoO	All procurement specifications to include BREEAM standards to be achieved. Employ external estate management team (Currie & Brown) to ensure environmental quality standards are built into specification. Current spec for modular build redevelopment includes solar panels and new, efficient heating solutions. BREEAM standards achieved.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 3: Education estate and digital infrastructure	AA3: EE02	Explore use of smart meters for water supply & install where possible at Briar Way	Not Yet Started	Jan-26	T3, 2025/26	FBDM & FBDA	FBDA to liaise with Bristol and Wessex Water to determine scope of works	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 3: Education estate and digital infrastructure	AA3: EE03	Implement anti-idling zones in the Briar Way car park to improve air quality beside the school	Not Yet Started	Jun-25		HoS Juniors	Signage to be erected encouraging visitors to turn off engines. Pupils to be involved in designing the signs.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 3: Education estate and digital infrastructure	AA3: EE04	Develop designs for 'Green Corridors' on the Briar Way site including provision of shade & tree planting	In Progress	May-26	T3, 2025/26	HoO	Wildflower garden created. HoO to liaise with BWE Envirotech Ltd. following SUDs work and animal husbandry land development to determine further areas that can be developed and improved.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 3: Education estate and digital infrastructure	AA3: EE05	Ahead of boiler replacement, we will explore, scope and cost options for Air Source heat pumps and other sustainable alternatives, procuring greener solutions wherever possible. (Amaresco Heat Decarbonisation Plan proposal p22)	In Progress	Ongoing	T6, 2025/26	HoO	Heat Decarbonisation Survey and Plan undertaken and PPM Survey undertaken. HoO to liaise with BCC Property Team as part of Indemnity and Repair Scheme when Capital Improvements are required. PPM Survey has been undertaken - LA building, LA responsibility to maintain Capital enhancements in line with PPM report.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 3: Education estate and digital infrastructure	AA3: EE06	Improve the energy sustainability of both the Juniors and 6th Form building by installing additional Solar PV's (Amaresco Heat Decarbonisation Plan proposal p22)	In Progress	Sep-26	T3, 2025/26	HoO	Current improvements relate to the new modular building. In addition, HoO to liaise with BCC following Heat Decarbonisation survey recommendations and determine what actions, if any, the LA will undertake, and to identify the scope of works and costs of implementation.	
Action area 3: Education estate and digital infrastructure	AA3: EE07	Improve the energy efficiency of the Juniors building with cavity wall insulation (Amaresco Heat Decarbonisation Plan proposal p22)	Not Yet Started	Sep-26	T6, 2025/26	HoO	HoO to liaise with BCC following Heat Decarbonisation survey recommendations and determine what actions, if any, the LA will undertake, and to identify the scope of works and costs of implementation.	
Action area 3: Education estate and digital infrastructure	AA3: EE08	Plans to be put in place to manage local drainage issues affected by rising rainfall, reducing flood risk.	In Progress	Sep-26	T4, 2025/26	HoO	SuDS water management interventions to be installed: use of rain planters, permeable paving, raingardens, water channel re-directions	
Action area 3: Education estate and digital infrastructure	AA3: EE09	Ensure grounds maintenance work considers and improves wildlife management	In Progress	Ongoing	T5, 2025/26	HoO	All works undertaken considers improvements and enhancement to wildlife management. Wildflower garden in place, opportunities for biodiversity considered in all works in liaison with BWE Envirotech Ltd	

Action area 3: Education estate and digital infrastructure	AA3: EE10	Improve the energy efficiency & sustainability of the Briar Way site by upgrading to LED lighting with sensors (Amresco Heat Decarbonisation Plan proposal p22)	In Progress	Sep-26	T6, 2025/26	HoO	Heat Decarbonisation Survey and Plan undertaken. School has invested in and implemented LED replacement lighting in the Junior School on Briar Way site. Review scope of works to implement in 6th Form Building. Liaise with City Leap Energy team.	
Action area 3: Education estate and digital infrastructure	AA3: EE11	CO2 monitors and thermometers are used across the estate to support efficient use of heating and ventilation.	In Progress	Mar-26	T3, 2025/26	HoO	Monitors in place across Briar Way site. Impact measures to be developed.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 3: Education estate and digital infrastructure	AA3: EE12	A records management system and data retention/destruction schedule is in place to reduce the amount of information saved on network drives and the cloud, reducing energy usage.	In Progress	Feb-26	T4, 2025/26	HoO	Project to be developed in liaison with BCC ICT Team. Network Drives to be moved to cloud storage facility. Initial meeting with ICT undertaken with HoO & EHT. Project Plan to be developed. HoO to liaise with DPO re: Record Retention and Management Policy update.	
Action area 3: Education estate and digital infrastructure	AA3: EE13	Staff are regularly reminded to switch off all lights, appliances and plugs when not in use.	In Progress	Ongoing	T4, 2025/26	HoO & HoS	Digital screens in staff rooms provide reminders and promote energy saving actions. Weekly Staff Newsletters to include snippets regarding sustainability goals. HoS to address via site Eco-Committee.	
Action area 3: Education estate and digital infrastructure	AA3: EE14	Paperless communication is used wherever possible for staff, governors, parents and carers. Paper use and printing is minimised through the use of 'follow me' printing and use of double sided and black and white printing wherever possible.	Complete			HoO	MFD's fitted with papercut technology. Printing is only released by owner as required. IT systems default to double sided printing. Communication systems with parents include SeeSaw, Arbor texting service and emails.	
Action area 3: Education estate and digital infrastructure	AA3: EE15	All sites have recycling facilities and staff and students are encouraged to use them. Students are encouraged to take positive action to reduce climate change including recycling, reducing waste. Class teams to build recycling into the curriculum and create recycling champions, classes will be responsible for taking recycling to recycling bins.	In Progress	Ongoing		HoS	HoS to address on each site via Eco Committee.	
Action area 3: Education estate and digital infrastructure	AA3: EE16	Explore options for installing solar thermal panels for heating water (this is different to PV's)	Not Yet Started	Sep-26	T6, 2025/26	HoO	HoO to liaise with BCC and determine what actions, if any, the LA will undertake, and to identify the scope of works and costs and viability of implementation.	
Action area 3: Education estate and digital infrastructure	AA3: EE17	Explore options for installing taps with sensors to reduce water waste	Not Yet Started	Sep-26	T6, 2025/26	HoO	HoO to liaise with BCC and determine what actions, if any, the LA will undertake, and to identify the scope of works and costs and viability of implementation.	
Action area 3: Education estate and digital infrastructure	AA3: EE18	Conduct or commission an energy audit and develop an action plan toward energy reduction	In Progress	Dec-26	T6, 2025/26	HoO	Following the gathering of information from various sources, commission external audit to enhance and develop existing sustainability plan. Meeting with Zenergi 04/12/2025 to discuss.	Source: DfE Sustainability and Climate Change Strategy: our progress so far, Dec 23
Action area 4: Operations and supply chains	AA4: OP01	When procuring through frameworks, we'll prioritise companies with a net zero by 2050 commitment and plan in place	In Progress	Ongoing	T1, 2025/26	FBDM & FBDA	Procurement policy to be updated to reflect commitment to prioritise, where possible, companies with net zero commitment plan. Scoring matrix used in procurement processes to be updated accordingly.	Source: DfE Sustainability and climate change: a strategy for the education and children's services systems, Dec 2023
Action area 4: Operations and supply chains	AA4: OP02	New procurements include invitations to quote for options that are sustainable / more climate friendly than standard options. Local suppliers are prioritised where possible, reducing travel emissions	In Progress	Ongoing	T1, 2025/26	FBDM & FBDA	Procurement policy to be updated to reflect commitment to prioritise, where possible, local suppliers. Scoring matrix used in procurement processes to be updated accordingly.	
Action area 4: Operations and supply chains	AA4: OP03	Unused and unwanted resources and furniture are pooled and made available to use elsewhere across the school	Not Yet Started	Dec-26	T6, 2025/26	HoO	New building planned for the Secondary site to include storage facility to house unused furniture and resources for future use.	
Action area 4: Operations and supply chains	AA4: OP04	Consideration is given to the purchasing of resources; if bulk buying regular items reduce transportation carbon emissions this will be considered. Where it is more appropriate to adopt a 'just in time' approach, ensuring only what is needed is bought to reduce waste, this approach will be adopted.	In Progress	Ongoing		HoS	Regular items such as eco-friendly conti wipes will be purchased as bulk items to ensure carbon emissions from transportation is reduced. Resources for lesson delivery will be purchased via just in time approach with consideration given to resources that are already available - existing resources will be reviewed before orders are authorised by Heads of School to avoid duplication and potential waste.	
Action area 4: Operations and supply chains	AA4: OP05	A second hand shop & clothes bank is available to parents and staff. The second hand shop is run as a 6th Form enterprise and includes upcycled and re-useable items.	In Progress	Ongoing		HoS 6th Form	HoS 6th Form to engage in marketing initiative to highlight this project. HoS to meet with DoE lead to discuss. DoE Lead to make part of the DofE Climate change Programme.	

