



Climate Change and Sustainability Action Plan 2025-2028

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Black Firs Primary school is committed to educating our pupils about environmental concerns and the importance of living sustainably. Healthy is a key school value at our school.

Our climate change team consists of:

- Headteacher
- Deputy Headteacher
- The School Business Manager (Facilities Manager)
- Senior Office Administrator
- Sustainability Lead
- Humanities Lead teacher
- Science Lead teacher
- Forest School Lead (to be appointed)
- Site Maintenance Officer
- Green Team/Eco Warriors (pupil group)
- Sustainability Lead Governor (new position)
- Big Clothes Movement Link staff member (new position)

The plan is split into two sections:

- Section 1: Commitment to continue with the actions we are already taking
- Section 2: Action Plan for change

Please also see the Cheshire East Climate Change for Charter for Education Settings and The Learning Partnership Sustainability Action Plan

Black Firs commits to continue with the following actions:

	DfE Link	Actions	Responsibility
Curriculum			
1	Climate education and green careers	We have a whole school approach which incorporates climate change into the curriculum and school life.	Humanities/Science and PSHE Lead teachers
2	Climate education and green careers	We continue to seek out good practice to get inspired and share learning with other education settings on learning about climate change.	Humanities/Science Lead teachers
3	Climate education and green careers	Through lessons, worships and the curriculum plan we encourage behavioural change by the students to help the environment.	Headteacher/Dep Head Science and PSHE Lead
4	Climate education and green careers	The Curriculum at Black Firs is designed to teach young people about nature in their local area, for example different types of land and habitats, how they are managed, flora and fauna and weather patterns.	Humanities and Science Lead teachers
5	Climate education and green careers	Teach students about how to reduce/eliminate single-use plastics at home.	Humanities and Science Lead teachers and School Council Lead
Waste			
1	Decarbonisation	At BFS we continually work to minimise our paper use e.g. through recent introduction of 'follow me' printing, reminders to only print when necessary, photocopier default set to print on both sides.	Business Manager/Novus
2	Decarbonisation	Clear recycling systems in place: clear expectations on what can be recycled. Separate recycling bins, clearly labelled. Recycling separated and pupils and staff educated about the value of resources.	Site Maintenance Officer/Cleaning Team
3	Decarbonisation	Second hand uniform shop available to parents.	Headteacher/PTA Chair
4	Decarbonisation	Paperless communication with parents.	Business Manager/Headteacher
5	Decarbonisation	Records Management system in place to reduce the amount of information saved on network drives and on the cloud.	Business Manager/Senior Office Administrator
6	Biodiversity	Composting on site for pupils snack waste. Food waste separated by kitchen and collected for composting. <i>This to be revamped for Summer 2025.</i>	Site Maintenance Officer

7	Biodiversity	Regular litter picks completed around school site by pupils / green team. Community litter picks with families.	Headteacher/Deputy Headteacher/SMO
8	Decarbonisation	Clothes bank at school regularly used by parents and staff	Headteacher/BCM Lead
Food			
1	Decarbonisation	Catering team have a commitment to reduce single use plastic and food waste.	Business Manager
2	Climate education and green careers	Students are educated about the impact of food waste on the climate and are encouraged to take action in school and at home.	Humanities Lead teacher and Sustainability Lead
3	Climate education and green careers	Promote more vegetarian options and reduce the number of meat options / days. The menu includes a meat free Monday and 2 vegetarian and 1 meat option Tuesday – Friday. <i>From February 2025</i>	Business Manager working with Mellors Catering Provider
4	Biodiversity	Pupils grown food the school allotments which is then used in cooking lessons / forest school cooking <i>To be reintroduced from Summer 2025</i>	Sustainability Lead (who will also lead Gardening Club with parent volunteers) Forest School Lead

	DfE Link	Actions	Responsibility
5	Climate education and green careers	Menus are planned in advance to be appealing, they are to be trialled with the school food council from Feb 2025 with introduction of new catering provider	Business Manager/Mellors
6	Climate education and green careers	Lunch time is managed to reduce queuing time and to ensure all pupils are given time to eat and time to play to reduce food waste due to pupils feeling they do not have enough time to eat.	Business Manager/Mellors
7	Climate education and green careers	Meals are managed in a way which means pupils can make a selection at the serverly – ensuring they are choosing something they want to eat, alongside reducing wastage of over cooking through preorders.	Business Manager/Mellors
Air Quality			
1	Climate education and green careers	Children are encouraged to come to school on foot, bike, scooter to reduce pollution near school. There are two walking buses, bike racks and scooter pods.	Business Manager/Site Maintenance Officer
2	Biodiversity	The grounds are planted with a range of trees, flowers and shrubs to improve air quality.	Business Manager/Site Maintenance Officer

3	Climate education and green careers	Students are educated about air pollution and how they can reduce their own exposure to pollution and how they can reduce their contribution to it.	Humanities and Science Lead teachers
4	Climate education and green careers	Students take part in science activities to monitor air quality levels on the school site and nearby areas	Science Lead teacher
5	Adaptation and resilience	Air quality monitors around the school show the air quality is good – this is monitored regularly	Business Manager/SMO
6	Adaptation and resilience	Window maintenance plan in place to help air circulate better, improving student health and reducing their exposure to air pollution.	Business Manager/SMO
Travel			
1	Decarbonisation	Scooter pods and bike racks available for all pupils (walking bus option to be considered for Sept 2025)	Business Manager
2	Decarbonisation	Bikeability training offered to all pupils in KS2 and KS1	PE Lead/Dep Head
3	Decarbonisation	Parents/Carers of pupils in upper key stage 2 are encouraged to allow their children to be responsible for getting themselves to and from school.	Year 6 staff/Headteacher
Reducing Energy			
1	Decarbonisation	Regular reminders to staff to switch off all lights, appliances and plugs when not in use.	Business Manager/SMO
2	Decarbonisation	Energy costs are monitored monthly and concerns investigated –(consider implantation of regular use of TEAM Sigma energy viewer or similar to ensure reduction in energy, particularly when building not in use).	Business Manager/SMO
3	Decarbonisation	Regular reminders for windows and doors to be kept closed when the heating is on ensure maximum efficiency of insulation and warmth.	Site Maintenance Officer
4	Decarbonisation	All corridor, cloakroom and toilet lights are set on timers to reduce usage. LED lighting installed across the site	Business Manager/SMO
5	Decarbonisation	Use and refer regularly to the ESCC Energy Team energy checklist and Energy Saving Guide, Site Maintenance Officer and Business Manager to have both completed the less CO2 course by Sept 2025	Business Manager/SMO
Outdoor Space			
1	Biodiversity	Green spaces utilised well across the school including regular forest school and/or outdoor learning sessions for every pupil	Forest School Lead

2	Biodiversity	Planting of native trees, shrubs and other plants around the school perimeter to capture more carbon with natural solutions.	Headteacher/Sustainability Lead
3	Biodiversity	Birdbaths, feeders, bird houses, bug hotels, bee hotels, ponds all installed to support local wildlife. <i>Following revamp of wildlife area this has been restarted Jan 2025.</i>	Forest School Lead
4	Climate education and green careers	Students are involved in looking after our green spaces	Headteacher/Sustainability Lead
5	Climate education and green careers	Gardening and Forest School clubs are offered throughout the year	Forest School Lead
6	Biodiversity	Wild patches left and wild flower areas around the site	Forest School Lead
7	Biodiversity	Where possible we do not use any chemicals within our outside space to help wildlife. We work closely with our grounds maintenance team to find alternatives to chemicals	Business Manager
8	Climate education and green careers	Forest School on site, sessions run by a trained practitioner providing nurture learner-led exploration and discovery, nurturing meaningful experiences for positive lifelong impacts. <i>New Forest School Lead to be trained Summer 2025. Trial sessions now set up again for Reception and Pre-School currently</i>	Forest School Lead

Water

1	Climate education and green careers	Curriculum plans include learning about local water scarcity and hazard risks to encourage a culture of saving, rather than wasting water and to encourage creative ideas for how water can be saved at school.	Humanities/Science Lead teachers
2	Climate Education and Green Careers	Findings and progress about water conservation is shared with the school community, to involve staff, pupils and parents by raising awareness we aim to get all groups on board with adopting water saving habits	Science Lead/ School Council Lead
3	Adaption and Resilience	Water butts used around the site to collect grey water which is then used to water allotments and plants. <i>Organise this to be re-set up from Summer 2025 within polytunnel revamp and building of new outdoor classroom.</i>	Forest School Lead Site Maintenance Officer

	DfE Link	Actions	Responsibility
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Procurement

1	Decarbonisation	Resources are bought with a 'just in time' mindset ensuring a reduction in over ordering and reducing waste.	Business Manager/Office Manager
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2	Decarbonisation	Consideration is given to travel emissions in the supply chain and where possible local suppliers are used	Business Manager/Office Manager
3	Decarbonisation	Use of TLP preferred suppliers list, which now include carbon reduction targets.	Business Manager

Action Plan for change

Action	DfE Link	Target/ Measure	Timescale / Deadline	Responsibility	Evaluation of action / result of action
Curriculum					
1. Find creative ways to incorporate sustainability into the curriculum, especially in subjects where it may usually be absent such as PE, art or history.	Climate education and green careers	Evidence of curriculum links across subjects i.e. An art project showing the impact of climate change	To be fully embedded by September 2025	Humanities Lead teacher DT/Art Lead teacher Science Lead	
2. Increase integration of climate change into all subjects.	Climate education and green careers	Clear evidence of subject integration and regular learning of climate change	To be fully embedded by September 2025	Humanities Lead teacher Science Lead teacher	
3. Promoting green careers to pupils	Climate education and green careers	Ensuring at least 2 x green careers take part in the annual careers week	September 2025	Deputy Head/Science Lead teacher	
Waste					
1. Encourage students and staff to recycle electronics.	Decarbonisation	Recycle station at school for staff and parents to use	June 2025	Business Manager Computing Lead	Note: All electronics for school are sustainably disposed of through approved contractors sourced by NOVUS
2. Eco warriors to create climate change star rating for each room and monitor rooms	Climate education and green careers	Each room has a star rating against key climate change areas including energy use / switch off	September 2025	Sustainability Lead teacher	
3. Identify what is being thrown away in your schools. Do a waste audit of classrooms, staff room, dining hall and the school office.	Decarbonisation	Audit created feeding into a waste reduction plan	April 2025	Site Maintenance Officer	

4. Provide recycling opportunities for a range of products (i.e. soft plastics, batteries etc.)	Decarbonisation	Additional recycling stations at school Items in school recycled/reused/re-purposed	September 2024	Site Maintenance Officer	
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Action	DfE Link	Target/ Measure	Timescale / Deadline	Responsibility	Evaluation of action / result of action
Food					
1. Encourage students and staff to bring plastic free packed lunches.	Climate Education and Green Careers	Reward system in place Reduction in waste	September 2025	Business Manager/ Headteacher	
2. Compost food waste from classrooms fruit	Biodiversity	Each class collects food waste and take to 'green fruit bin' for composting each day	May 2025	Site Maintenance Officer	
3. Compostable waste from lunch service to be separated and composted	Biodiversity and waste management		September 2025	Mellors (new catering provider) and site maintenance officer	
4. Food wastage monitored in dining hall to reduce food waste and menus reviewed to reduce wastage	Biodiversity and Waste management	Survey to monitor food waste and menus	July 2025	Mellors (new catering provider)	

4 Pupils grown food the school allotments which is then used in cooking lessons / forest school cooking	Climate Education	Cooking lessons identified within DT curriculum that could use food produced at Black Firs	<i>To be reintroduced from Summer 2025</i>	Sustainability Lead (who also leads Gardening Club) Forest School Lead	
5. Pupils to visit local food producers/ farms to learn about locally grown produce	Climate education and biodiversity	Identify opportunities within curriculum for visits and make this part of our Black Firs sustainability award	<i>To be reintroduced from Summer 2025</i>	Humanities, Science and DT Lead teachers	
Air quality					
1. Encourage children to choose walking and cycling routes to school that are safer, and with less traffic and pollution.	Climate Education and Green Careers	More parents using the castle car park and walking through the Castle route to school	September 2025	Business Manager	
2. Students create road signs with air pollution information to display around the school.	Climate Education and Green Careers	Poster competition in school – best posters displayed around school, noticeboard, website	June 2025	Sustainability Lead teacher	
3. Create a clean air zone around schools by implementing 'active' solutions (encouraging parents / carers to always switch off engines outside school, consider parents parking elsewhere and walking) to reduce pollution levels in and around school premises.	Adaption and Resilience	Air monitors used before and after initiative to measure impact Posters / newsletter used to share clean air zone Eco warriors / School council to monitor parent parking	To be started by June 2025	Business Manager / Headteacher	

Travel					
1. Complete the school census 'mode of travel' question to provide a baseline of mode of travel to school data.	Climate Education and Green Careers	Census completed to create a baseline to measure against	June 2025	School Business Manager	
2. Encourage staff and pupils to change the way they travel to school	Climate Education and Green Careers	Tokens in the hall to provide visual representation of travel modes	September 2026	Sustainability Lead teacher	

Action	DfE Link	Target/ Measure	Timescale / Deadline	Responsibility	Evaluation of action / result of action
3. Reducing travel emissions on school trips	Decarbonisation	Consider transport modes for trips – add to trip checklist	September 2025	Business Manager	
4. Improve pathways / routes to school to encourage more people to walk/cycle/scoot	Decarbonisation	ESCC Highways make improvements to pathways and routes	September 2027	Business Manager	

Energy

1. Eco warriors to create climate change star rating for each room and monitor rooms	Climate education and green careers	Each room has a star rating against key climate change areas including energy use / switch off	December 2025	Sustainability Lead teacher	
2. Heating controls to be used to limit timings and temperature across school	Decarbonisation	Heating control panel fixed and working correctly Room thermostats to be installed and used to monitor room temperatures throughout the day • 18°C-20°C for parts of the building where there is a normal level of activity,	September 2026	Site Maintenance Officer	

		such as classrooms and offices • 15°C for corridors, halls, washrooms and circulation areas			
3. Measure, record and publicise savings	Decarbonisation	Baseline measure taken of energy use. Encourage switch off practice as above Publicise our savings	September 2026	Site Maintenance Officer/Headteacher	
4. To maintain solar panels across the site	Decarbonisation	Solar panels successfully re-installed across site following school roof replacement Reduction in energy usage from the grid continued	July 2025	Business Manager working with Trust Estates team	
5. Roof replacement plan for site to reduce heat loss and leaks (currently 1970s original roof in place across most of main building)	Decarbonisation	Roof replacement programme started July 2025 paid through schools condition fund/TLP	December 2025	Trust Estates team with external contractors	
6. Glazing replacement plan in place-starting with windows in hall, and then replacement of windows across back of school (infants), and EYFS bifold doors	Decarbonisation	Hall window replacement planned for summer 2025 at same time as hall roof replacement	Summer 2025 for hall, Remainder by July 2027	Trust Estates team with external contractors	

Outdoor Space

1. Create a rain garden in shallow landscaped depressions that can capture runoff from roofs or hard surfaces and can be planted with a wide range of plants that can survive occasional highwater volumes.	Adaption and Resilience	Rain gardens in place successfully planted (Early Years Building)	July 2026	Sustainability Lead Teacher With Site Maintenance Officer	
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Action	DfE Link	Target/ Measure	Timescale / Deadline	Responsibility	Evaluation of action / result of action
2. Introduce additional shade structures to reduce heat risk and allow time outdoors in hot weather – particularly by infant classrooms.	Adaption and Resilience	Grant funding for large trees to be planted to replace those that had to be felled. Sustainable shade area using natural planting (climbers over timber kickwall structure using recycled/ sustainable wood source) or repurposing of polytunnel	July 2026	Business Manager and Site Maintenance Officer	
3. Reduce flood risk in school playground area and pond	Adaptation and Resilience	Flood prevention measures in place and reduction in flood levels in high rain	July 2026	Business Manager	
4. Repurpose Polytunnel to create an outdoor classroom space for sustainability lessons, forest school and additional shelter at lunchtimes	Climate education and green careers	Work with Cheshire Wildlife Trust and school/parent volunteers/Scouts to revamp the polytunnel Tesco Grant application	July 2025	Headteacher and Site Maintenance Officer	

Water

1. Encourage staff, parents and pupils to use refillable water bottles / coffee cups and educate them to pour leftover water onto the garden.	Climate Education and Green Careers	Less disposables being used at events Leftover water being re-used	July 2025	Business Manager with PTA Chair (promote refillable cups)	
2. Change taps in bathrooms to be sensor powered to avoid taps being left on (following successful trial in new KS1 boys toilets and EYFS building).	Adaptation and Resilience	Grant funding to replace As taps need replacement look at sensor options Measurable reduction in water use	September 2026	Site Maintenance Officer	
3. Introduce grey water system for toilet flushing	Adaptation and Resilience	Current rainwater system evaluated for fitness Rainwater system in place	September 2027	Business Manager	
4. Ensure all sinks have access to plugs and staff are encouraged to not wash up under a running tap	Adaptation and Resilience	Plugs in situ and being used Measurable reduction in water use	June 2026	Site Maintenance Officer	
5. Install new water butts next to polytunnel and EYFS buildings for rainwater harvesting	Adaptation and Resilience	Water butts to be purchased from Cheshire East council under new scheme for schools	Oct 2025	Site Maintenance Officer	

Procurement

1. Review common purchases to identify more sustainable alternatives.	Decarbonisation	20% of common purchases moves to sustainable alternatives	January 2026	Business Manager	
2. Identify factors causing emissions from your regular or high value purchases – consider transport, disposable commodities, energy and fuel use, packaging, primary and secondary waste.	Decarbonisation	20% of regular and high value purchases moves to sustainable alternatives	September 2025	Business Manager	

Action	DfE Link	Target/ Measure	Timescale / Deadline	Responsibility	Evaluation of action / result of action
3. Ask regular suppliers if they have a carbon reduction plan and Net Zero Target.	Decarbonisation	Plans received from regular suppliers and contractors	September 2026	Business Manager	
4. Once purchases have reached end of life, is there an alternative use? Consider take back schemes offered by some of your suppliers e.g. for furniture, recycling schemes like Olio and Freecycle or donating to local charities.	Decarbonisation	Reduction in waste / skip use More items recycled/repurposed	July 2026	Site Maintenance Officer/School Business Manager	