

Education Learning Trust Multi School Trust

Climate Action Plan

Date updated	August 2025
Next review	August 2026

Revision History

Date	Document Version	Document Revision History	Document Author / Reviser	Document Approver
August	1.0	New document	Michael Guest – Director of Operations	Trust Board 15/10/2025

1. Policy Statement

The Education Learning Trust is committed to achieving net zero carbon emissions by 2050, in line with UK government targets:

- Embedding sustainability and climate action across all aspects of education, estate management, governance, and community engagement.
- Protecting the wellbeing of pupils and staff by preparing for the impacts of climate change.
- Educating pupils to be responsible citizens, climate-literate, and sustainability leaders.

This plan serves both as a policy (governing intent and responsibilities) and a detailed action plan (implementation and KPIs).

2. Governance & Accountability

Role	Responsibility	KPI
Trust Board	Approves plan, monitors progress, holds Senior Leaders accountable	Annual review and board report completed
CEO / CFOO/ DO	Ensures delivery of plan across MAT operations	Sustainability included in MAT risk register & strategic reports
MAT Sustainability Lead	Coordinates reporting, collates data, liaises with DfE & stakeholders	% KPIs collected and reported termly
Headteachers	Implement local plans, engage pupils, report progress	Local plan published and reviewed annually
School Climate Champions	Drive engagement projects, track school- level KPIs	Active eco-committee in each school
Estates Manager	Delivers energy, waste, and estates projects	% energy reduction achieved annually

Pupil Eco-Council	Provide input, run	At least 1 pupil-led
	' '	project per year per
	leadership.	school.

3. Baseline Assessment

UK greenhouse gas emissions and energy use data for the period 1 September 2023 to 31 August 2024	2023/24	2022/23	2021/22
Energy consumption used to calculate emissions (kWh)	4,121,739	4,613,643	4,328,268
Scope 1 emissions in metric tonnes CO2e			
Gas consumption	590.80	599.7	560.5
Owned transport - mini-buses	1.96293576	2.35364	3.2127186
Total scope 1	592.76294	602.05842	563.72879
Scope 2 emissions in metric tonnes CO2e			
Purchased electricity	190.3149461	284.401236	269.237434
Scope 3 emissions in metric tonnes CO2e			
Business travel in employee-owned vehicles	0.706092	0.928568	1.044639
Total gross emissions in metric tonnes C02e	783.78397	887.38823	834.01086
Intensity ratio Tonnes C02e per pupil	0.21444158	0.24278748	0.22425675

4. Strategic Themes, Targets, Actions & KPIs

A. Leadership & Governance

Objective	Target	Actions	KPI	Timescale
Embed	100% MAT policies	Approve	Policies	Annual
sustainability	reviewed for	Sustainability Policy,	reviewed for	
into	sustainability by	governor training,	sustainability	
governance	2026	add to risk registers		
Climate Action	Publish and review	Upload to MAT	Date published;	Annual
Plan	annually	website, board	Date last	
compliance		approval,	reviewed	
		community		
		consultation		

B. Education & Pupil Engagement

Objective	Target	Actions	KPI	Timescale
Embed climate in curriculum	KS1-KS4 fully integrated by 2026	Curriculum audits, CPD for teachers, adopt DfE Climate Leaders Award	Subjects with climate/sustainability units	2026–27
Increase pupil engagement	100% schools with eco- councils	Establish Eco Committees, Eco- Schools award, National Education Nature Park	Active eco-councils, Schools accredited	2026
Deliver pupil- led projects	1 major project per school/year	Tree planting, recycling drives, biodiversity monitoring	Projects per school	Annual

C. Buildings & Energy

Objective	Target	Actions	KPI	Timescale
Reduce energy	15% per pupil	LED upgrades, smart	kWh per pupil	Annual
consumption	reduction by	metering,		
	2030	behavioural		
		campaigns		
Heat	100% schools	Commission heat	Schools with	2026-30
decarbonisation	with HDPs by	audits, apply for Salix	HDPs	
	2026	funding	completed	
Renewable energy	25% schools	Feasibility studies,	Schools with PV	2027–32
	with PV solar by	install solar through		
	2030	PSDS/Salix funding		
Energy monitoring	MAT-wide	Install smart meters,	Dashboard in	2025
	dashboard	share termly reports	use, School	
	operational		reporting	

D. Travel & Transport

Objective	Target	Actions	KPI	Timescale
Increase active travel	+20% pupils using active travel by 2030	Secure storage, safe travel plans, "walk/cycle to school" campaigns	Pupils using active travel	2025–30
Reduce staff car use	15% fewer single- occupancy commutes	Travel policy, promote car-share, install EV chargers	Staff car- sharing, EV points installed	Annual

Decarbonise	Transition minibuses	Replace vehicles as	% of fleet	2026–30
school transport	to electric/hybrid	due, seek funding	low-emission	

E. Procurement & Resources

Objective	Target	Actions	KPI	Timescale
Sustainable	MAT-wide	Adopt policy, add	Policy published;	2026-27
procurement	policy by 2025	sustainability clauses to	% compliant	
		contracts	contracts	
Reduce single-	20% reduction	Switch to reusable	kg plastic waste	2026–27
use plastics	by 2026	catering materials,	per school	
		eco-friendly supplies		
ICT lifecycle	100% ICT	Use WEEE-certified	% ICT recycled	Annual
management	recycled	contractors, extend		
	responsibly	lifespan of equipment		

F. Waste & Biodiversity

Objective	Target	Actions	KPI	Timescale
Reduce	30% reduction	Food waste audits,	kg waste/pupil,	2026–30
landfill waste	by 2030	improved recycling,	% recycled	
		reuse uniforms		
Increase	All schools with	Plant wildflowers, trees,	# biodiversity	2026–28
biodiversity	≥2 projects by	create habitats,	projects per	
	2026	monitor biodiversity	school	
Outdoor	100% schools	Develop gardens,	% schools with	2026-2030
learning	with active	outdoor classrooms	outdoor spaces	
spaces	outdoor areas			

G. Climate Resilience & Adaptation

Objective	Target	Actions	KPI	Timescale
Climate-proof	All new	Ensure Net Zero	% projects	Ongoing
estates	builds/refurbs	Schools standard in	climate-	
	climate-resilient	designs	resilient	
Business	100% schools include	Add heatwave,	% schools with	2025
continuity	climate risk in BCP	storm, flood, energy	updated BCP	
planning		disruption		
Health &	Staff trained in	CPD on heat stress,	Trained staff	Annual
wellbeing	climate impacts	air quality, climate		
		anxiety		

5. Monitoring & Reporting

ELT will adopt a structured monitoring and reporting framework to ensure climate action is measurable, transparent, and accountable.

Process

1. Data Collection

- energy, water, and waste usage monitored termly using smart meters and contractor data
- carbon footprint calculated annually using the DfE Energy and Carbon Reporting tool
- travel behaviour monitored through annual pupil and staff travel surveys
- procurement and supply chain compliance monitored through contract reviews

2. Reporting Mechanisms

- School-Level: each school produces a termly sustainability dashboard, feeding into the MAT central report
- MAT-Level: sustainability Lead produces a termly report for the Executive Team and an annual Climate Action Report for Trustees
- Public Reporting: annual Climate Action Report is published on the MAT website, summarised for parents and pupils, and shared with Local Authorities

3. External Benchmarking

- compare progress against DfE Climate Action Plan standards and national benchmarks
- participate in Eco-Schools accreditation and/or National Education Nature Park reporting

6. Funding & Partnerships

Source	Application	
Salix Finance	LED, heating, PV installations	
School Condition Allocation	DFE received in April, heating, LED	
	lights, insulation, windows	
PSDS (Public Sector Decarb.)	Large-scale decarbonisation	
Local Authority Grants	Travel schemes, biodiversity	
DfE Programmes	Climate Leaders Award, Nature Park	
Community/Business Sponsorship	Tree planting, outdoor learning	
NGO/University Partnerships	Citizen science projects, curriculum	
	enrichment	

7. Review and Continuous Improvement (Detailed)

The MAT recognises climate action as an **ongoing process**, requiring adaptation to new

technologies, policies, and climate science.

Review Cycle

- Termly: climate Action discussed at senior leadership meetings, including KPI review
- Annual: full board review of Climate Action Plan against KPIs, with published Annual Climate Report
- **3-Yearly**: comprehensive refresh of the Climate Action Plan, resetting baselines, updating targets, and integrating new DfE guidance

Continuous Improvement Measures

1. Feedback & Learning

- annual staff and pupil surveys to assess engagement and awareness
- parent/community consultation on progress and future priorities
- annual "Sustainability Conference" within MAT to share best practice between schools

2. Capacity Building

- staff CPD on sustainability integrated into MAT professional development framework
- recruitment of pupil sustainability ambassadors to ensure youth voice is central
- partnership working with local authorities, universities, and NGOs

3. Innovation & Piloting

- schools encouraged to trial innovative projects (e.g., rainwater harvesting, zero-waste canteens)
- pilot schools act as demonstration hubs for others in the Trust

4. Risk & Resilience Management

- climate risks (heatwaves, flooding, energy supply disruption) embedded in the MAT risk register
- annual stress-testing of business continuity plans for climate resilience