



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 projects, feedback to leadership.	At least 1 pupil-led project per year per school.
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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 CO2e	783.78397	887.38823	834.01086
Intensity ratio Tonnes CO2e per pupil	0.21444158	0.24278748	0.22425675

4. Strategic Themes, Targets, Actions & KPIs

A. Leadership & Governance

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

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

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

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

F. Waste & Biodiversity

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

G. Climate Resilience & Adaptation

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

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