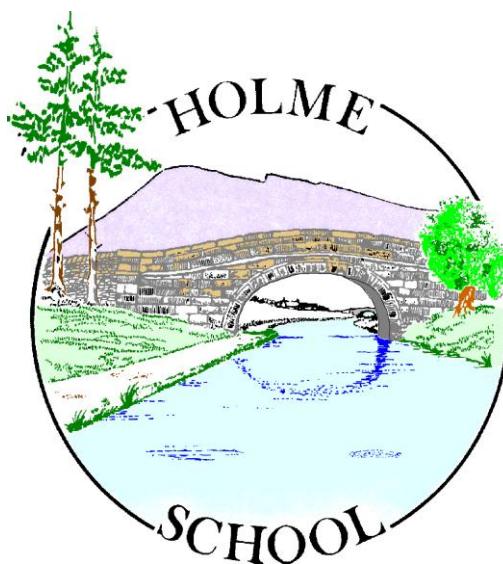


Holme Community School



Sustainability Policy

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Next review due by:	November 2028	

1. Policy Statement

We are committed to providing a safe, healthy, and sustainable learning environment for all pupils, staff and visitors. We believe that educating young people about environmental issues and embedding sustainability into school life is essential, both for the wellbeing of our rural community and for the future of our planet.

2. Purpose

- To improve the school's environmental footprint (energy, water, waste, biodiversity, travel).
- To embed sustainability into the curriculum and school culture.
- To ensure responsible use of the school grounds, to enhance biodiversity and connection with nature.
- To engage pupils, staff, parents, guardians and the local community in sustainable practices.

3. Scope

This policy applies to:

- All school buildings and grounds.
- All staff, pupils, contractors, and visitors.
- All school activities, including curriculum, extracurricular, events, meals, travel, and procurement.

4. Key Principles

- **Adaption and Resilience** – Adapting our educational buildings and systems to prepare for the impacts of climate change, including extreme weather events. Building resilience will ensure safe, sustainable learning environments for the future.
- **Biodiversity and Green Infrastructure** – Creating and maintaining habitats that enhance species diversity across the school estate. By improving biodiversity, air quality, and access to nature, we foster healthier, more engaging environments for students and communities.
- **Climate Education, Green Skills and Green Careers** – Providing comprehensive, knowledge-rich education about climate change and sustainability. Supporting teachers to confidently deliver this content will help equip students with the green skills and awareness needed for future careers.
- **Decarbonisation and Energy Efficiency** – Reducing emissions and empowering students to contribute to the transition to net zero. Focus areas include energy use and behaviour change, transport, procurement, and food systems.
- **Engagement & Leadership** – Ensuring sustainability ideas, actions, and impacts are effectively communicated and championed by students, teaching staff, and support staff. Building a shared culture of environmental leadership strengthens long-term impact.

5. Roles and Responsibilities

Role	Responsibilities
Head Teacher / Senior Leadership Team	Ensure the policy is implemented; support resources; monitor progress.
Sustainability Lead	Coordinate initiatives; gather data; report to governors; raise awareness.
Teachers	Embed sustainability in teaching; supervise pupil projects; encourage sustainable behaviours.
Support Staff (caretaking / cleaning / kitchen etc.)	Follow best practice with regards to waste, energy, water; provide feedback on improvements.
Pupils	Participate in sustainability activities; suggest improvements; act responsibly.
Parents & Local Community	Support and collaborate; take part in events; support sustainable travel or procurement.

6. Monitoring, Evaluation and Review

We will follow a GLIMMER approach to:

- Get To Know Our Space - Understand the current environment, context, and challenges.
- Learn - Deepen understanding through research, reflection, and knowledge-sharing before acting
- Identify Opportunities For Improvement - Pinpoint key areas for growth or change.
- Make Decisions - Select the best strategies or interventions.
- Make Change - Implement the agreed-upon improvements.
- Evaluate Change - Measure and analyse the effects of the change.
- Report – Communicate outcomes, insights, and recommendations.

This approach will be monitored by the Sustainability Lead and members of the senior leadership team.

8. Finance & Resources

We will seek to allocate budget to:

- Small infrastructure improvements (insulation, rainwater harvesting, energy efficient bulbs).
- Maintenance of grounds and biodiversity features.
- Staff training on sustainability.
- Materials for pupil projects (e.g. food waste bins).

Where possible, we will explore grants or local authority / charitable funding to support these.

9. Governance

- The governing body will approve the policy.
- The Sustainability Lead will oversee sustainability.
- The policy will be published on the school website and made available to all staff, pupils, parents and relevant partners.