

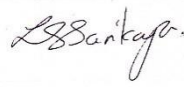


**THE ST. BART'S
ACADEMY**
— TRUST —

**Environmental Sustainability
Action Plan
2023 - 2026**

June 2023

The St. Bart's Academy Trust
Environmental Sustainability Action Plan 2023 - 2026

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Date	Section Amended	Signature



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1. St. Bart's Mission

Our moral purpose is to provide the best education and curriculum in all our schools, enabling every child to realise their full potential.

2. Overview

The Department of Education's Sustainability & Climate Change Report (2022) has set their vision, for the United Kingdom to be the world-leading education sector in sustainability and climate change by 2030. Education must equip children with the skills to be agents of change for a climate-smart future. With many children wishing to pursue a 'green career', there is clear opportunity to ensure alignment with these ambitions.

In line with the Trust strategic plan, as an organisation we must demonstrate strong civic leadership and corporate responsibility, as such sustainability is of high importance to the Trust.

Our long-term environmental priorities are to improve our environmental performance and play an active role in supporting the delivery of the United Nations Sustainable Development Goals (UN SDGs). We will also continue to engage with all relevant stakeholders and like-minded organisations to make our planet a better place to live.

As educators, we have a key role in supporting the delivery of the United Nations Sustainable Development Goals (UN SDGs). The SDGs are a set of 17 goals aimed at transforming the world by 2030 (see Figure 1).

We will actively embed the fundamentals of the UN SDGs into all aspects of our operations.

Figure 1: [The United Nation's Sustainable Development Goals \(UN SDGs\)](#)



3. Sustainability Strategy

In order to demonstrate our commitment to carbon reduction and sustainability, St Bart's academy trust aims to meet its social, legal and educational responsibilities via the implementation of the following Environmental Sustainability Strategy, alongside the People, Digital and Estate Management Strategies.

The Sustainability Strategy will focus on four key areas, which encompass all aspects of Trust operations:

- Culture – behavioural changes, the way things are done
- Campus – buildings, energy and grounds

- Community –working together inside and outside of school
- Curriculum – embedding sustainability within the curriculum

The National Association for Environmental Education (NAEE) explains this by using the [Four C's model](#).

The Board of Trustees and Executive Team are committed to continually improve our environmental performance whilst still maintaining high standards of safeguarding, health and safety and acceptable levels of comfort for all building users.

3.1. Ensuring success

In order to implement the strategy effectively, the Board of Trustees and Executive Team will ensure that the following points are adhered to:

- This strategy is widely communicated and updated as and when required, or at least annually.
- Communication will be provided regularly to the whole Trust community, informing them of progress made and ways to improve.
- We will set an energy, consumption and waste reduction performance improvement targets. We then will regularly monitor and evaluate, in order to establish a baseline, measure improvements and identify priority areas.
- We will develop an Climate, Energy & Sustainability Action Plan for each site that provides a clear roadmap to achieving the Government's Net Carbon Zero Target.

3.2. Environmental Sustainability Action Plan 2023-2026:

Our 2023-2026 Environmental Sustainability Action Plan (ESAP) (Appendix 1) was developed as an immediate response to the current and emerging environmental risks and challenges, and is aligned with the following:

UK's 2050 net zero carbon target and de-carbonisation plan.

The Department for Education's strategy for sustainability and climate change for the education and children's services systems.

The Climate change Act 2008

The Environment Act 2021

The DEFRA Environmental Improvement Plan 2023

Through this action plan, we will establish strong foundations for the development of a longer-term, more ambitious strategy, targets and plan. We will engage staff and pupils across the trust in the development of this longer-term strategy over the next 3 years.

4. Abbreviation and Acronyms

Building Management System	BMS
Carbon	CO ₂ e
Continued Professional Development	CPD

Corporate Social Responsibility	CSR
Display Energy Certificate	DEC
Environmental Management System	EMS
Environmental Sustainability Action Plan	ESAP
Institute of Environmental Management and Assessment	IEMA
Key Performance Indicator	KPI
Reduced Emission Scenario	RES
Salix Energy Efficiency Loan	SEEL
Service Level Agreement	SLA
Sustainable Development Goals	SDGs

5. Objectives

- To reduce consumption of energy, water and physical products.
- To reduce production of waste, the proportion being sent to landfill and increase re-use and recycling.
- To increase biodiversity across the MAT estate and ensure grounds maintenance supports this aim.
- To reduce our carbon emissions across scopes 1, 2 and 3, using data to set accurate targets to reach net zero.
- To increase the efficiency of the buildings and infrastructure across the estate and ensure all users are aware of behaviours required to maintain energy efficiency.
- To limit business travel where possible and encourage sustainable commuting among staff and pupils.
- To improve water efficiency, reducing water waste.
- To procure goods and services from suppliers with robust and ambitious environmental management, corporate social responsibility and net zero plans in place.
- To increase the proportion of plant based, sustainably and ethically sourced menu choices and work with suppliers to reduce energy consumption and waste in our kitchens.
- To promote the benefits of environmental sustainability, social responsibility and climate change within and beyond our academies.

6. Governance: Roles and Responsibilities

All Principals across St Bart's multi academy are responsible for delivering our Environmental Sustainability policy and plan within their academies. St Bart's trustees will be responsible for the assurance of our environmental sustainability performance and regulatory compliance and for monitoring performance against its ESAP.

We are committed to attaining and maintaining ISO 14001:2015 Environmental Management System (EMS) certification within the next three years. Our EMS will cover all our operations across our academies. We will work towards ISO 14001:2015 to provide environmental compliance assurance, deliver our environmental

objectives, optimise all relevant environmental opportunities and enhance our resilience to current and emerging environmental challenges.

Progress against our Environmental Policy and our ESAP will be reported to the COO and CEO and relevant actions escalated. The board of trustees and other stakeholders will be kept informed of progress through an annual environmental sustainability report, and updates throughout the year as required.

The Sustainability officer is the strategic lead for our ESAP and provides oversight of our environmental sustainability delivery approach.

We will monitor our progress towards embedding good environmental practices across all academies as well as our commitment to continue to improve our environmental performance.

7. Climate Change and Carbon Reduction Commitment

Our carbon footprint (CO₂e) is represented by the emissions associated with the energy and water used across our academies, fuel used by our vehicles and business travel.

At the current time there are no compulsory CO₂ emissions limits or targets for schools and academies to comply with. Statutory requirements relate only to measurement and reporting as set out below:

7.1. Streamlined Energy and Carbon Reporting (SECR) requirements

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force on 1 April 2019 and apply to financial years starting on or after 1 April 2019. The legislation is aimed at tracking progress to the government's carbon reduction targets. The regulations require academy Trusts from their financial year 2019 – 2020 to report their greenhouse gas emissions under the Streamlined Energy and Carbon Reporting (SECR) requirements.

Carbon emissions are reported in the following way:

Scope 1 (Directly controlled emissions)

- The GHG (greenhouse gas) emissions from the fossil fuel used to heat the buildings across all academies.
- The GHG emissions associated with the fuel (petrol and diesel) used by our own vehicles (minibuses).

Scope 2 (Emissions from grid electricity)

- The GHG emissions associated with grid electricity we buy and use across our academies.

Scope 3 (Indirect emissions)

- The GHG emissions associated with our business travel.

We may report

- The GHG emissions associated with the water used across our academies.
- The GHG emissions associated with resources purchased and waste produced.

7.2. Current position and progress to date

During the 2021-2022 academic year, we used 1601313.00 KWh of electricity and 4615200.00 KWh of gas, which accounted for the emission of 1152.12 tCO₂ e.

Our electricity consumption decreased by -2.9% from 1649894.00 KWh in 2020-2021 to 1601313.00 KWh during the 2021-2022 academic year, while the gas we used during the 2021-2022 academic decreased by 2.2% from 2020-2021.

Our scope one fuel emissions from trust owned / leased minibuses increased from 14762.57 in 2020-2021 to 33043.99 in 2021-2022. This represents a return to more normal travel arrangements following relaxation of the COVID-19 pandemic restrictions.

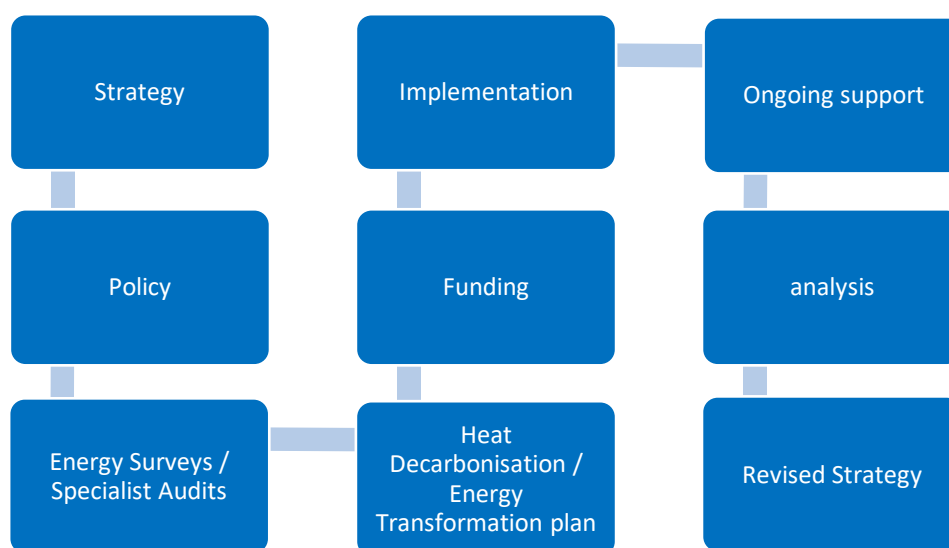
We will aim to gain a secure understanding of the extent of our scope three emissions throughout 2023-2024 and begin tackling reductions in key areas. I.E. Water, waste, photocopying and paper usage.

Our three-year plan details our immediate responses to the risks posed to the planet and our lives due to human induced climate change. We aim to deliver a net-zero carbon footprint by 2050 at the latest and if possible, much sooner than that. This target will be embedded into our longer-term, more ambitious strategy that we will develop over the next 3 years.

8. Decarbonisation plan

In order to reduce emissions in scopes 1 and 2, a plan for the decarbonisation of our operations is required.

The process for delivery of the decarbonisation plan is represented below. The constituent parts feed into a cyclical process of continuous improvement towards decarbonisation.




Energy surveys focussing on behaviour (culture and curriculum) will determine the energy transformation (behavioural changes required to reduce consumption) and energy audits focusing on the fabric of each building (campus) will inform decarbonisation plans, which will, in turn, inform the estate management plan and enable prioritisation and scheduling of required works over time. External funding will be sought to support the strategy, in addition to our capital works budget.


9. Environmental Sustainability Action Plan (ESAP)



The details of our approach to environmental sustainability are set out in our action plan detailed in **Appendix 1**.



The ESAP provides the framework against which we will monitor and manage all significant areas in which we interact with the environment and improve our environmental performance over the next five years.

Appendix 1 – Environmental Sustainability Action Plan

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
<p>1: Managing carbon</p> 	<p>Context: Our carbon footprint (CO₂e) is represented by the emissions associated with the energy used across our UK campuses, fuel used by our vehicles and business travel. During the 2021-2022 academic year, we emitted 1160.82 tCO₂e. A breakdown of our 2021-2022 carbon footprint show that our heating accounted for 72.5% of our carbon footprint, 26.6% was from the electricity, 0.45% from travel in trust owned vehicles and 0.29% from business travel in staff owned vehicles.</p> <p>Immediate Objectives / Actions:</p> <ul style="list-style-type: none"> • Appoint a strategic sustainability lead for the MAT • Adopt a 3 year 30% carbon reduction plan against our 2021-2022 scope 1 and 2 baseline. • Climate change risks will be included in our risk registers. • We will continue to invest in initiatives that reduce our carbon footprint. • We will actively encourage all staff, pupils, visitors and major partners to reduce their own carbon footprint. • Identify an accurate baseline of our scope 3 emissions during 2023-2024 and identify targets for reduction. • Develop heat decarbonisation plans for all academies alongside the estate management plan. <p>Long term ambition: To achieve net-zero carbon by 2050 at the latest and sooner if we can. We will develop a complete net-zero carbon reduction target on or before July 2025.</p>	<p>Resources Required:</p> <ul style="list-style-type: none"> • Energy surveys and Heat Decarbonisation plans are required to ascertain the investment needed on energy efficiency to achieve our 30% three-year carbon reduction target. • Estimated costs for Energy audits and Heat Decarbonisation plans - £5000 per academy. <p>KPIs:</p> <ul style="list-style-type: none"> • Annual percentage reduction in tCO₂e emitted across academies • Annual percentage reduction in the Carbon tCO₂e we emit per pupil • Annual percentage reduction in our Scope 1: tCO₂e • Annual percentage reduction in our Scope 2: tCO₂e • Annual percentage reduction in our Scope 3: tCO₂e

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
<p data-bbox="103 212 342 272">2. Building Energy Efficiency</p> 	<p data-bbox="365 212 483 240">Context:</p> <p data-bbox="365 244 1518 448">The energy used across our academies accounts for 99% of our 2021-2022 carbon footprint. Only 24% of our 21 qualifying buildings currently achieve Display Energy Certificate (DEC) scores of C and above, which implies that there are opportunities to improve the energy performances of our buildings and energy saving behaviours across all buildings. Appendix 2 details some of the energy efficiency projects and initiatives that were recently completed and commissioned across the estate.</p> <p data-bbox="365 483 831 512">Our Immediate Objectives / Actions:</p> <p data-bbox="365 515 1375 544">We will actively identify and implement initiatives that would improve our DEC scores.</p> <ul data-bbox="398 579 1518 837" style="list-style-type: none"> <li data-bbox="398 579 1211 608">• We will promote good energy practices across all our academies. <li data-bbox="398 632 1518 692">• To reduce the energy used across our academies by 30% by July 2026 against our 2021-2022 baseline, which is likely to require further investment. <li data-bbox="398 716 1249 745">• To review heating controls and install smart controls where required. <li data-bbox="398 769 1518 829">• To establish the cost of recommended energy efficiency retro fit projects and include in estate management plan. <p data-bbox="365 858 636 887">Long-term Ambition:</p> <ul data-bbox="398 890 1229 1082" style="list-style-type: none"> <li data-bbox="398 890 842 919">• To move to green electricity tariff. <li data-bbox="398 943 864 971">• To decarbonise all heating by 2040 <li data-bbox="398 995 1229 1024">• To generate on site renewable energy on all feasible sites by 2040 <li data-bbox="398 1048 983 1077">• To install LED lighting in all buildings by 2030 	<p data-bbox="1536 212 1809 240">Resources Required:</p> <ul data-bbox="1563 244 2128 592" style="list-style-type: none"> <li data-bbox="1563 244 2128 381">• Surveys and cost benefit analysis are required to ascertain the investment needed to implement energy efficiency measures across our academies <li data-bbox="1563 405 2128 466">• Building energy efficiency budget line to be included in all major refurbishment projects <li data-bbox="1563 489 2128 592">• Building energy efficiency budget line to be included in annual estates maintenance capital funds <p data-bbox="1536 616 1608 644">KPIs:</p> <ul data-bbox="1563 647 2128 1098" style="list-style-type: none"> <li data-bbox="1563 647 2128 708">• Annual percentage reduction in kWh of electricity used across our estate <li data-bbox="1563 732 2128 793">• Annual percentage reduction in kWh of gas used across our estate <li data-bbox="1563 817 2128 919">• Annual average percentage improvement in the DEC scores of qualifying buildings across our estate <li data-bbox="1563 943 2128 1003">• Annual percentage increase in renewable energy generated across our estate <li data-bbox="1563 1027 2128 1098">• Annual proportion of green electricity tariff we use increased

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
<p data-bbox="103 204 297 263">3. Travel and Transportation</p>  	<p data-bbox="365 212 483 236">Context:</p> <p data-bbox="365 244 1518 344">We are a large multi academy trust based in four counties and recognise the impact that travel has on the environment. Our 2021-2022 travel in our own vehicles account for 5.28 tCO₂e of our 2021-2022 carbon footprint (0.45%). Leasing agreements are in place for minibuses.</p> <p data-bbox="365 376 831 400">Our Immediate Objectives / Actions:</p> <ul data-bbox="398 408 1518 847" style="list-style-type: none"> • Encourage flexible home working where this type of work can be accommodated. • Quantify and report on the impact of staff commuting. • Promote and share evidence of the good practice of sustainable transport (cycling, walking and public transport) as well as the public health and environmental impacts of emissions associated with travel emissions. • Minimise the need for travel to trust events through development of a hub based and / or virtual approach. Meetings and networking will be held remotely where possible. • Subject to available funds, increase the infrastructure and facilities across our estate that support cycling and sustainable travel. • Progressively reduce our business travel in line with our carbon reduction target. <p data-bbox="365 871 689 895">Our long term ambitions:</p> <ul data-bbox="398 903 1518 1070" style="list-style-type: none"> • Develop proposals to incentivise use of “greener” vehicles (e.g. installation of EV charging points). • Incentivise sustainable transport through salary sacrifice schemes for staff. • Lease lower carbon vehicles. 	<p data-bbox="1536 212 1809 236">Resources Required:</p> <p data-bbox="1536 244 2007 268">Bicycle storage costs to be ascertained</p> <p data-bbox="1536 308 2130 368">Bikeability training for all pupils by the end of year 6</p> <p data-bbox="1536 408 1895 432">Salary sacrifice up-front costs</p> <p data-bbox="1536 472 1615 496">KPIs:</p> <ul data-bbox="1559 504 2130 743" style="list-style-type: none"> • Annual percentage reduction in litres of fuel used in St Bart’s vehicles • Annual percentage reduction (km / miles) of business travel • Annual proportion of bicycle storage per pupils and staff increased

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
<p data-bbox="103 212 327 304">4. Water Management and Efficiency</p>  	<p data-bbox="371 212 1514 304">Context: Water is a rapidly dwindling resource, with water shortages in 2023 resulting in school closures in other areas of the country.</p> <p data-bbox="371 341 1514 368">Our Immediate Objectives / Actions:</p> <ul data-bbox="398 411 1514 798" style="list-style-type: none"> • Establish an accurate baseline of water usage and waste water in 2023-2024 • Promote the benefits of water efficiency to all staff and students. • Collaborate with the Water wise charity to educate staff and pupils about water efficiency. • Integrate water efficiency into all our refurbishment projects. • Explore water saving retrofit projects. • Progressively reduce the volume of water we use per total number of staff and pupils. • Arrange for the installation of smart water meters where possible, to facilitate monitoring of water usage and reduction from baseline once established. <p data-bbox="371 818 1514 845">Our Long-term Ambition:</p> <ul data-bbox="398 850 1514 877" style="list-style-type: none"> • Explore integrating rain/grey water harvesting into all refurbishment projects. 	<p data-bbox="1541 212 2123 304">Resources Required: Dedicate a budget line into all major refurbishment projects to support water efficiency</p> <p data-bbox="1541 341 2123 368">KPIs:</p> <ul data-bbox="1568 373 2123 528" style="list-style-type: none"> • Annual percentage reduction in water used (m3) across our academies • Annual percentage reduction in water used across our academies per pupil

5. Waste and recycling



Context:

Waste is generated across all areas of the operation, including educational resources, catering, cleaning, grounds maintenance and admin. An accurate baseline of the resource waste produced is required in order to identify targets for reduction in consumption and waste produced.

Immediate Objectives / Actions:

- We will identify the waste produced in key areas across the operation, throughout 2023-2024, in order to establish an accurate baseline on which to base reduction targets.
- We implement measures to increase the proportion of recyclable materials collected from our academies.
- We will ensure that all kitchen and food waste is separated from general waste and collected separately.
- We will reduce the total annual waste generated across our estate.
- We will work with ISO 14001:2015 certified catering suppliers to reduce process waste through responsible menu planning.
- We will promote the economic and environmental benefits of minimising waste, composting and appropriately segregating recyclable materials from general waste across the estate.
- We will promote the re-use of assets across and beyond the estate. I.E. book donation, uniform swap, St Bart's market place.
- All end of life ICT equipment will be recycled in line with WEEE guidance, once all reusable parts are utilised. Hardware will be refurbished and re-used where possible.
- Where digital technology is leased, the trust will lease from companies with an ISO 14001:2015 certified EMS.
- We will work with hygiene services suppliers with an ISO 14001:2015 certified EMS, to reduce the amount hygiene waste going into landfill.
- We will procure waste collection services which will divert the maximum amount of waste from landfill.

Long-term Ambition:

- We will ensure that 100% of the general waste generated across our academies will be diverted from landfill by 2030.


Resources Required:



Audit time cost


Procurement time cost



KPIs:

- Annual percentage reduction of general waste disposed on landfill
- Annual percentage increase in recyclable materials collected from our academies
- Annual percentage reduction in food waste

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
<p data-bbox="103 212 293 272">6. Building refurbishment</p> 	<p data-bbox="371 212 488 240">Context:</p> <p data-bbox="371 244 1518 379">The materials and processes associated with construction and refurbishment projects have the potential to adversely impact on our local environment. However, embedding good environmental practices into construction, new build and refurbishment projects could positively contribute to the delivery of good environmental outcomes.</p> <p data-bbox="371 411 831 440">Our Immediate Objectives / Actions:</p> <ul data-bbox="398 443 1518 722" style="list-style-type: none"> <li data-bbox="398 443 1518 547">• We will review our capital works plan to prioritise refurbishment and retrofit projects which improve energy efficiency, leading to improved DEC scores of our existing buildings and reduced energy consumption. <li data-bbox="398 563 1518 635">• We will include expectations for recycled / ethically sourced and environmentally responsible materials for all prospective refurbishment projects. <li data-bbox="398 651 1518 722">• Projected energy savings (Kwh) will be included in all proposals for refurbishment and retrofit projects. <p data-bbox="371 738 689 767">Our Long-term Ambition:</p> <ul data-bbox="398 770 1518 842" style="list-style-type: none"> <li data-bbox="398 770 1518 842">• We aim to integrate innovative building energy efficiency technologies into all our refurbishment projects. 	<p data-bbox="1541 212 1809 240">Resources Required:</p> <ul data-bbox="1563 244 2040 272" style="list-style-type: none"> <li data-bbox="1563 244 2040 272">• Updated estates management plan. <p data-bbox="1541 292 1608 320">KPIs:</p> <ul data-bbox="1563 323 2134 395" style="list-style-type: none"> <li data-bbox="1563 323 2134 395">• Annual proportion of DEC scores of C or above increased.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
<p data-bbox="103 212 342 304">7. Sustainable and ethical procurement</p> <div data-bbox="136 347 320 544">  </div> <div data-bbox="136 564 320 761">  </div>	<p data-bbox="365 212 483 240">Context:</p> <ul data-bbox="398 248 1518 416" style="list-style-type: none"> The goods and services we procure have varying levels of impacts on the environment. Therefore, integrating environmental and corporate social responsibility (CSR) specifications into relevant aspects of our procurement and commissioning processes will influence our supply chain, suppliers, and contractors to reduce the environmental impacts of their operations. <p data-bbox="365 480 831 509">Our Immediate Objectives / Actions:</p> <ul data-bbox="398 517 1518 879" style="list-style-type: none"> We will audit our current suppliers and identify those with ISO14001 certification. We will seek carbon footprint information for all products in identified target areas, where possible. Paper, hygiene products and photocopying. We will use the information to identify reduction targets. We will develop our sustainable procurement policy. This policy will be used to embed the principles of sustainable development and CSR into all relevant aspects of our procurement processes. We will include relevant environmental sustainability and CSR specifications in our procurement and commissioning processes. <p data-bbox="365 903 689 932">Our Long-term Ambition:</p> <ul data-bbox="398 940 1518 995" style="list-style-type: none"> We aim to have environmental sustainability and CSR specifications performance indicators in all the service level agreements (SLAs) we have with our major contractors 	<p data-bbox="1536 212 1809 240">Resources Required:</p> <ul data-bbox="1559 248 2134 344" style="list-style-type: none"> Future tracker carbon emissions and procurement chain analysis tool £3500 +£1/pupil per year. <p data-bbox="1536 368 1608 397">KPIs:</p> <ul data-bbox="1559 405 2134 592" style="list-style-type: none"> Proportion of major current suppliers / contractors with certified EMS increased. Percentage of major contracts that CSR and sustainability specifications have been included increased.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
<p>8. Sustainable meals</p> 	<p>Context: Embedding good environmental practices into the way food is sourced, prepared and processed has the potential to enhance our environmental performance and reduce the environmental impact of the food served across our academies. Further benefits associated with sustainable food and catering are waste minimisation and water and energy reduction.</p> <p>Our Immediate Objectives / Actions:</p> <ul style="list-style-type: none"> • We will implement initiatives that reduces food waste from our academies. • We will ensure that all our major catering and food suppliers have a certified EMS. • We will ensure our catering suppliers exclude fish species classified as “at risk” by the Marine Conservation Society and only accept fish from sustainable sources. • We will ensure our catering suppliers use food and services from responsible and ethical sources • We will continue to increase the proportion of plant based meals, reducing foods of animal origin, because livestock farming is one of the significant contributors to climate change. (Whilst complying with school food standards) • We will ascertain the carbon footprint of menu choices to enable staff and pupils to make informed choices. <p>Our Long-term Ambition:</p> <ul style="list-style-type: none"> • We aim to work with catering suppliers to significantly increase our sustainable menu offerings. • We aim to significantly reduce the energy used to process food across our kitchens. • We aim to offer Fairtrade products in all hospitality and staff rooms. 	<p>Resources Required:</p> <ul style="list-style-type: none"> • Dedicated budget to ensure use of Fairtrade food items in hospitality • Installation of separate metering for kitchens across the estate <p>KPIs:</p> <ul style="list-style-type: none"> • Proportion of plant based meal options offered increased. • Proportion Fairtrade tea, coffee and sugar used in hospitality increased. • Annual percentage reduction in food waste • Compliance with relevant ethical food and school foods standards. • Proportion of major suppliers with certified EMS increased.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
<p data-bbox="103 212 293 240">9. Biodiversity</p>  	<p data-bbox="369 212 481 240">Context:</p> <p data-bbox="369 244 1518 451">Biodiversity maintains a functional and beautiful environment as well as resource for food, shelter, clothing and other materials. Our economy relies on biodiversity since it provides renewable economic resources and ecosystem services, medical and scientific benefits, and is priceless in terms of cultural and aesthetic values. In response to the fact that over 58% of global species that have been lost and approximately 30% of UK species becoming extinct since 1970, we actively promote the benefits of biodiversity conservation and enhancement.</p> <p data-bbox="369 483 1518 547">The UK government have identified schools as a key area for development of biodiversity, with plans to create a National Education Nature park in process.</p> <p data-bbox="369 579 1518 643">We have Forest school areas in 13 academies and allotments tended by staff and pupils in 3 academies.</p> <p data-bbox="369 675 1377 707">Currently 12 of 19 schools are situated in wards with below average urban tree cover.</p> <p data-bbox="369 738 828 770">Our Immediate Objectives / Actions:</p> <ul data-bbox="398 802 1518 1098" style="list-style-type: none"> <li data-bbox="398 802 1518 866">• We will develop a biodiversity action plan for the estate, including staff and pupils in ecological surveying, planting and stewardship. <li data-bbox="398 890 1243 922">• We will identify the number of native tree species across the estate. <li data-bbox="398 946 1518 1010">• We will increase the number of native tree species across the estate over the next three years, through tree planting initiatives. <li data-bbox="398 1034 1518 1098">• All academies will be encouraged to take part in community clean-up operations in their locality. <p data-bbox="369 1121 689 1153">Our Long-term Ambition:</p> <ul data-bbox="398 1153 1518 1345" style="list-style-type: none"> <li data-bbox="398 1153 1518 1249">• We will continue to promote the benefits of biodiversity, ecological conservation and enhancement and look for opportunities/projects across all our academies, working with students, staff and our local communities. <li data-bbox="398 1273 1518 1345">• We will work with academic partners and wildlife organisations to promote aspiration to green jobs, amongst our pupils. 	<p data-bbox="1536 212 1809 240">Resources Required:</p> <ul data-bbox="1563 244 2128 347" style="list-style-type: none"> <li data-bbox="1563 244 2128 347">• Dedicated budget line into all major refurbishment projects to support biodiversity enhancement <p data-bbox="1536 419 1608 448">KPIs:</p> <ul data-bbox="1563 451 2128 850" style="list-style-type: none"> <li data-bbox="1563 451 2128 587">• Proportion of major projects in which biodiversity enhancement / conservation have been integrated into the project design and implementation. <li data-bbox="1563 611 2128 675">• Upkeep and continuous access to Forest school areas and allotments. <li data-bbox="1563 699 2128 762">• Increased number of designated allotments. <li data-bbox="1563 786 2128 850">• Annual number of community clean-up events increased.

10. Embedding good environmental behaviours



Context:

We are committed to embedding good environmental practices, CSR and the principles of sustainable development into all aspects of the curriculum.

Our Immediate Objectives / Actions:

- We will appoint sustainability leads in all our academies.
- Sustainability leads will complete DfE carbon literacy training via the sustainability leadership digital hub once available (from December 2023)
- We will facilitate a sustainability network for our lead teachers/ practitioners, to promote and share good practice.
- We will establish a working party to develop a climate/ environmental curricula.
- We will hold trust wide sustainability, STEM and biodiversity events to ensure all pupils receive high quality experiences / teaching to improve their understanding of their impact on the planet.
- We will work with all stakeholders to improve energy and water usage behaviours in all academies and celebrate success.
- We will continue to promote the benefits of environmental sustainability and climate change responses across all relevant media, such as via our website, twitter and events.
- We will include an overview of the principles and application of good environmental management practices into our staff induction.

Our Long-term Ambition:

- Environmental and sustainability education will be embedded in the curricula of all academies.
- We will develop a trust wide sustainability programme, supporting our pupils to learn about, care for and advocate for all of God's creation.
- We aim to offer certified CPD on environmental sustainability skills for the workforce.
- We aim to achieve ISO 14001:2015 EMS certification.
- We aim to continue to improve our environmental performance and exceed regulatory compliance requirements where appropriate.

Resources Required:

- Budget to gain ISO 14001:2015 certification- £3000

KPIs:

- Annual number of environmental engagement and awareness events
- Proportion of schools that environmental sustainability has been integrated into the curriculum.
- Proportion of schools achieving sustainability awards
- Annual number of staff that completed the CPD certified course on environmental sustainability skills for the workforce
- ISO 14001:2015 Ems certification

Appendix 2 – Recently Completed Energy Efficiency Projects

Project Title / Description	Academy
Roofing replacement including insulation	Woodcroft
Roofing replacement including insulation	Whitchurch Infant
Roofing replacement including insulation	Hazel Slade
Roofing replacement including insulation	Longford
Roofing replacement including insulation	St Nathaniel's
Window replacement	Whitchurch Junior
Internal refurbishment / demolition of end of life demountable classrooms	Whitchurch Junior
Boiler replacement	SMCA
Internal and electrical – including LED lights	Offley
Internal and electrical – including LED lights	KSM
Electrical – including LED lights	Meir Heath

Appendix 3 – Planned Energy Efficiency Projects 2023-2024 (£1,434,701)

Project Title / Description	Academy	Project Cost (£)	Projected Annual Savings	
			Electricity (kWh)	Gas (kWh)
Installation of new gas boiler	Woodcroft	£279,688	0	40,058
Installation of new gas boiler	Longford	£563,007	0	52,676
Installation of new gas boiler	Hungerford	£592,006	8,703	38,697
Total		£1,434,701	£8,703	£131,431



THE ST. BART'S ACADEMY

— TRUST —

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