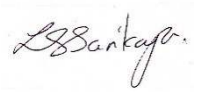
ST. BART'S
MULTI-ACADEMY TRUST

ENVIRONMENTAL SUSTAINABILITY ACTION PLAN

2023-2026

Details

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Approved by Trust Board:		Lisa Sarikaya *Chief Executive Officer*
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Date	Section Amended	Signature
Jan 2024	Action plan 3.2.5 – Waste / 3.2.7 Procurement/ 3.2.8 – Meals to include social value actions and KPI's	J. Rowlandson

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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.

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 meeting the UK net zero targets. We will also continue to engage with all relevant stakeholders and like-minded organisations to make our planet a better place to live.

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 six key areas, which encompass all aspects of Trust operations:

- Culture – behavioural changes, the way things are done
- Campus – buildings, energy and grounds
- Curriculum – embedding climate change education within the curriculum
- Collaboration – working with other schools, community organisations and relevant stakeholders to address environmental issues
- Competence – Developing the knowledge and skills of staff to effectively manage environmental sustainability initiatives
- Communication – communicating effectively with stakeholders, including students, parents and the wider community about sustainability efforts.

The National Association for Environmental Education (NAEE) explains this by using the Six C's model.

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 a Climate, Energy & Sustainability Action Plan for each site that provides a clear roadmap to achieving the Government's Net Carbon Zero Target.

Environmental Sustainability Action Plan 2023-2026

Our 2023-2026 Environmental Sustainability Action Plan (ESAP) (Appendix 1) was developed as a 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

The Social Value model 2020

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.

Abbreviation and Acronyms

Building Management System	BMS
Carbon	CO_2e
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

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, social value 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 fighting climate change within and beyond our academies.

Governance: Roles and Responsibilities

All Principals across St Bart's multi academy are responsible for delivering our Environmental Sustainability strategy 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.

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:

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.

Current position and progress to date (baseline)

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 and combined with fugitive emissions and transport in our own vehicles this represents our operational carbon footprint.

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.

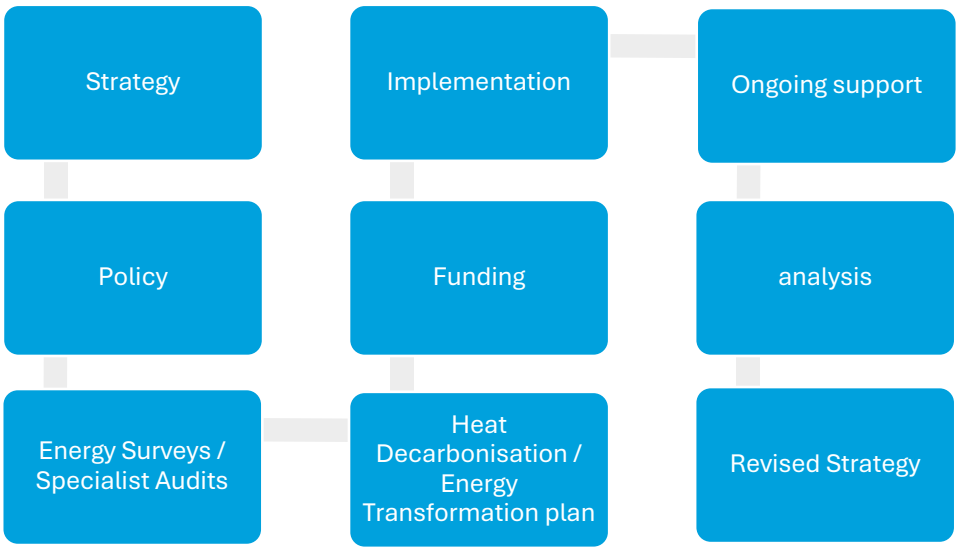
We will aim to gain a secure understanding of the extent of our scope three emissions throughout 2023-2024 and begin tackling reductions in key areas. I.E. Water, waste, food and catering, photocopying and paper usage.

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.

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 overtime. External funding will be sought to support the strategy, in addition to our capital works budget.

Climate Action Plan (CAP)

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

The CAP 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 three years.

Appendix 1 – Climate Action Plan Plan

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
1: Managing carbon	**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 shows 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. **Immediate Objectives / Actions:** • 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. • All schools will have LED lighting in place by the end of this action plan. **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.	**Resources Required:** • 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. **KPIs:** • Annual percentage reduction in tCO2e emitted in each academy • Annual percentage reduction in the Carbon tCO2e we emit per pupil in each academy • Annual percentage reduction in our Scope 1: tCO2e (like for like from baseline) • Annual percentage reduction in our Scope 2: tCO2e (like for like from baseline) • Annual percentage reduction in our Scope 3: tCO2e once an accurate baseline has been established

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
2. Building Energy Efficiency	**Context:** 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. **Our Immediate Objectives / Actions:** We will actively identify and implement initiatives that would improve our DEC scores. • We will promote good energy practices across all our academies. • 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. • To review heating controls and install smart controls where required. • To establish the cost of recommended energy efficiency retro fit projects and include in estate management plan. • To install LED lighting and controls in all academies by the end of this strategy. **Long-term Ambition:** • To move to green electricity tariff. • To decarbonise all heating by 2040 • To generate on site renewable energy on all feasible sites by 2040 • To install EV charge points, where possible.	**Resources Required:** • Surveys and cost benefit analysis are required to ascertain the investment needed to implement energy efficiency measures across our academies • Building energy efficiency budget line to be included in all major refurbishment projects • Building energy efficiency budget line to be included in annual estates maintenance capital funds **KPIs:** • Annual percentage reduction in kWh of electricity in each academy • Annual percentage reduction in kWh of gas used in each academy • Annual average percentage improvement in the DEC scores of qualifying buildings across our estate • Annual percentage increase in renewable energy generated across our estate.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
3. Travel and Transportation	**Context:** 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. **Our Immediate Objectives / Actions:** • 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. Where in person events are best for pupils, transport sharing between schools will be encouraged. 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. • Seek support from local charities to provide bicycles for pupils where needed. • Progressively reduce our business travel in line with our carbon reduction target. **Our long-term ambitions:** • Develop proposals to incentivise use of "greener" vehicles (e.g. installation of EV charging points). • Incentivise sustainable transport through salary sacrifice schemes for staff (where allowed under government guidelines). • Lease lower carbon vehicles.	**Resources Required:** Bicycle storage costs to be ascertained. Bikeability training for all pupils by the end of year 6 **KPIs:** • Annual percentage reduction in tCO2e emissions related to business travel • Annual proportion of bicycle storage per pupils and staff increased • Number of bicycles provided to pupils annually as a result of charitable donations.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
4. Water Management and Efficiency	**Context:** Water is a rapidly dwindling resource, with water shortages in 2023 resulting in school closures in other areas of the country. **Our Immediate Objectives / Actions:** • Establish an accurate baseline of water usage and wastewater 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. **Our Long-term Ambition:** • Explore integrating rain/grey water harvesting into all refurbishment projects.	**Resources Required:** Dedicate a budget line into all major refurbishment projects to support water efficiency. **KPIs:** • Annual percentage reduction in water used (m3) across our academies. • Annual percentage reduction in water used across our academies per pupil. • Increase in the number of academies with water consumption at or below national benchmarking for schools.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
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. All waste management contracts currently recycle and dispose of remaining waste through energy recovery. **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 our catering suppliers to establish a baseline for food waste, both process, counter and plate based. • We will work with 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/ B-corp certification. • We will work with hygiene services suppliers with an ISO 14001:2015 certified EMS /B-corp certification, 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. • We will procure waste collection services which provide social value through employment, training and retention opportunities, addressing skills gaps, reducing inequality in our communities. • We will procure waste collection services which provide social value through engagement with the community, influencing behaviour to reduce waste and use resources more efficiently, throughout the contract period.	**Resources Required:** Audit time cost Supplier engagement time cost Procurement time cost **KPIs:** • Annual percentage reduction in food waste • Annual percentage reduction in waste produced • No of hours community engagement/ volunteering in schools and local communities. • Annual percentage increase in waste diverted from landfill.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
6. Building refurbishment	**Context:** 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. **Our Immediate Objectives / Actions:** • 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. • We will include expectations for recycled / ethically sourced and environmentally responsible materials for all prospective refurbishment projects. • Projected energy savings (Kwh) will be included in all proposals for refurbishment and retrofit projects. **Our Long-term Ambition:** • We aim to integrate innovative building energy efficiency technologies into all our refurbishment projects.	**Resources Required:** • Updated estates management plan. **KPIs:** • Annual proportion of DEC scores of C or above increased where refurbishment has taken place.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
7. Sustainable and ethical procurement	**Context:** • The goods and services we procure have varying levels of impacts on the environment and society. Therefore, integrating environmental and corporate social responsibility (CSR) and social value specifications into relevant aspects of our procurement and commissioning processes will influence our supply chain, suppliers, and contractors to reduce the environmental impacts and increase the positive impact of their operations. **Our Immediate Objectives / Actions:** • We will audit our current suppliers and identify those with ISO/ B-corp certification and / or environmental policies. • Where SMEs are providing goods and services, we will engage with them to align with our sustainability aspirations and values. • We will seek carbon footprint information for all products in identified target areas, where possible. 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, social value and CSR into all relevant aspects of our procurement processes. • We will include relevant environmental sustainability, social value and CSR specifications in our procurement and commissioning processes. • We will use energy efficiency and lifecycle carbon emissions information to inform purchasing decisions for It and electronic equipment. Where possible, we will purchase refurbished It equipment. • We will identify local suppliers who aim to reduce inequality through providing employment and training opportunities. **Our Long-term Ambition:** • We aim to have environmental sustainability, social value and CSR specifications and performance indicators in **all** the service level agreements (SLAs) we have with our major contractors	**Resources Required:** • Future tracker carbon emissions and procurement chain analysis tool £3500 +£1/pupil per year. **KPIs:** • Proportion of major current suppliers / contractors with sustainability /environmental policies increased. • Percentage of major contracts that CSR, social value and sustainability specifications have been included increased.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
8. Sustainable meals	**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. **Our Immediate Objectives / Actions:** • We will implement initiatives that reduces food waste from our academies. • 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 only work with suppliers who guarantee red tractor certification. • We will ensure our catering suppliers use food and services from responsible and ethical sources. • We will work with our catering suppliers to establish a baseline for food waste, process, counter and plate based. • We will work with catering suppliers to reduce process waste through responsible menu planning. • 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. • We will procure catering services which provide social value through employment, training and retention opportunities, addressing skills gaps, reducing inequality in our communities. • We will procure catering services which provide social value through engagement with the community, influencing behaviour to reduce food waste and educate pupils and their families about healthy and sustainable meal choices, throughout the contract period. **Our Long-term Ambition:** • 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, • Where possible, replace gas equipment with electric.	**Resources Required:** • Installation of separate metering for kitchens across the estate **KPIs:** • Proportion of plant-based meal options offered increased. • Annual percentage reduction in food waste per meal served. • Compliance with relevant ethical food and school foods standards. • No of hours community engagement / volunteering in schools and local communities.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
9. Biodiversity	**Context:** 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. 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. We have Forest school areas in 13 academies and allotments tended by staff and pupils in 3 academies. Currently 12 of 19 schools are situated in wards with below average urban tree cover. Tree Equity Score measures how well the benefits of trees are reaching communities living on low incomes and others disproportionately impacted by extreme heat, pollution and other environmental hazards. The Priority Index helps prioritise the need for planting to achieve Tree Equity based on six equally weighted climate, health and socioeconomic variables that are integrated into Tree Equity Score UK. The higher the priority index, the higher the measures of social deprivation and/or risk relative to environmental hazards that could be reduced with benefits of trees. 4 St Bart's academies are in neighbourhoods prioritised as low, 8 are moderate and 6 are classed as high and 2 highest priority for tree planting. Data is not yet available for 2 academies. **Our Immediate Objectives / Actions:** • We will develop a biodiversity action plan for the estate, including staff and pupils in ecological surveying, planting and stewardship. • We will identify the number of native tree species across the estate. • We will increase the number of native tree species across the estate over the next three years, through tree planting initiatives. • All academies will be encouraged to take part in community clean-up operations in their locality. • We will increase the numbers of pollinator friendly plants across our estate to support the National Pollinator strategy, contributing to a network of wild life B-lines. **Our Long-term Ambition:** • 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. • We will work with academic partners and wildlife organisations to promote aspiration to green jobs, amongst our pupils.	**Resources Required:** • Dedicated budget line into all major refurbishment projects to support biodiversity enhancement **KPIs:** • Proportion of major projects in which biodiversity enhancement / conservation have been integrated into the project design and implementation. • Upkeep and continuous access to Forest school areas and allotments. • Increased number of designated allotments. • Annual number of trees planted • Annual number of community clean-up events increased.

Area	Immediate Objectives and Long-term Ambition	Resources Required & KPIs
10. Climate change education	**Context:** We are committed to embedding good environmental practices, CSR, social value in our operations and climate change education into the curriculum. **Our Immediate Objectives / Actions:** • We will appoint sustainability leads in all our academies. • Sustainability leads and key operations staff will complete carbon literacy training led by the MAT sustainability lead. • 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 change curriculum. • 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. • We will implement an ISO 14001:2015 compliant environmental management system. **Our Long-term Ambition:** • Climate change 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 continue to improve our environmental performance and exceed regulatory compliance requirements where appropriate.	**Resources Required:** • Budget to for sustainability lead to complete EMS implementation and audit CPD - £800 **KPIs:** • Annual number of environmental engagement and awareness events • Proportion of schools that climate change education has been integrated into the curriculum. • Proportion of schools achieving eco / sustainability awards • Annual number of staff that completed carbon literacy training.

Appendix 2 – Recently Completed Energy Efficiency Projects

Project Title / Description	Academy
Roofing replacement including insulation	Woodcroft
Partial 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
Boiler replacement	Nantwich
Internal and electrical – including LED lights	Offley
Internal and electrical – including partial LED lights	KSM
Electrical – including LED lights	Meir Heath

Appendix 3 – Planned Energy Efficiency Projects 2023-2024 (£1434701)

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
Heating system upgrade	Hungerford	£592,006	8,703	38,697
Total		**£1,434,701**	**£8,703**	**£131,431**

Appendix 4 – Planned Energy Efficiency Projects 2024-2025

Project Title / Description	Academy	Project Cost (£)	Projected Annual Savings	
			Electricity (kWh)	£
Partial roof replacement	Whitchurch CE Infant and Nursery Academy	£488765		
Partial roof replacement x 2	Whitchurch CE Junior Academy	£439866 £34270		
Partial roof and window replacement	Cranberry Primary Academy	£310942 £25867.72		
Water heater replacement	Hungerford	£12802		
Electrical refurb including LED lighting replacement	Woodcroft	£21000		
Reinstate underfloor heating	Knutton St Mary's	£5000		
LED lighting replacement of existing fluorescent lighting	Knutton St Mary's	£10465	6.1%	£1000

LED lighting replacement of existing fluorescent lighting	St Michael's Community Academy	£14060 £10600	5.4%	£1400
LED lighting replacement of existing fluorescent lighting	Cranberry Primary academy	£5492	2.4%	£850
LED lighting replacement of existing fluorescent lighting	Longford Primary Academy	£21796	8%	£1500
LED lighting replacement of existing fluorescent lighting	Hazel Slade primary academy	£11783 £5173 +163	4.56%	£400
Solar PV installation	Cranberry			£5250
	Hazel Slade			£2176
	Hungerford			£6788
	Knutton St Mary's			£3568
	Longford Primary Academy			£3648
	Meir Heath			£3266
	Nantwich Primary Academy			£2220
	Offley Primary Academy			£3655
	St Michael's community academy			£6831
	St Saviours Primary Academy			£1548
	Whitchurch CE Infant and Nursery Academy			£4843
	Woodcroft primary academy			£2014
Total				£45807

ST. BART'S
MULTI-ACADEMY TRUST

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