

2025-26 Climate Action Plan

Introduction

Our sustainability strategy is focused on the achievement of the following objectives:

Objectives	
1. Engaging students and developing climate and environmental literacy	2. Developing environmentally sustainable school communities.

Initiatives	
<ul style="list-style-type: none"> Embedding climate and environmental literacy into the Anthem curriculum 	<ul style="list-style-type: none"> Decarbonisation
<ul style="list-style-type: none"> Establishing sustainability as an interwoven thread throughout our CEAIG (Careers) programme 	<ul style="list-style-type: none"> Adaptation and resilience Biodiversity (A better environment)

Strategic Enablers
Leadership & Governance
Communication & Engagement
Internal & External Partnerships

This action plan represents the overview of trust-wide activities, led by the Head of Estates and Sustainability.

It informs, and is supported by, individual school level sub-plans (which take a different format). These are owned and led by School Climate Champions

Format

Our action plan details the activities that will drive the achievement of each objective. This is broken down by each initiative and details:

The **focus** of the activity

- Each initiative is broken down into a number of foci that will facilitate targeted and measurable action. These have been identified as high leverage areas in which action can lead to the highest level of impact in line with each initiative.

The planned **action**

- Exact details of each step that will be taken to deliver a measurable outcome.

Reference to an associated “Six C” (**6C**). These are DfE recommended criteria that inform a holistic approach to climate action:

- Culture:** The way things are done; connected to the vision and values of the Trust.
- Curriculum:** The extension of climate education into as many subjects as possible.
- Community:** Fostering a united approach to environmental sustainability, within the local community and school communities themselves
- Campus:** Buildings, energy and grounds (including procurement and energy usage)
- Careers:** Qualifications and work experience: Supporting young people to make informed choices about their future is an important responsibility
- CPD:** staff, governing board and trustee knowledge: Trustees, governors, senior leaders and teachers need to have the skills to deliver on improving environmental sustainability.

A named **responsible person**.

- This is the person responsible for ensuring the activity is carried out.

An Indicative **timeframe** or expected **completion date** for each activity.

Details of any **resource(s)** required to undertake and successfully complete each action.

NB. In the tables that follow, each action should be given its own row.

Objective 1

1. Engaging students and developing climate and environmental literacy

Embedding climate and environmental literacy into the Anthem curriculum					
<i>Foci: Engagement, Audit & Review, Curriculum Design, Pedagogy, Planning & Resourcing</i>					
Focus	Action	6C Reference	Responsible Person	Timescale / Completion Date	Required Resource(s)
Engagement	Meet with the Education Support and Challenge team to initiate engagement and tailor action planning	Curriculum	Director of Estates & Sustainability	November 2025	Staff: Director of Estates & Sustainability, ESC Team, Director of Projects Time: Allocated meeting time
Planning & Resourcing	Undertake initial research and identify relevant resources	Curriculum	Director of Education	By end of Spring Term 1 2026	Staff: Directors of Education, Curriculum Lead Guidance: DfE Sustainability Strategy DfE sustainability Leadership
Planning & Resourcing	Plan initial curriculum audit and sequencing	Curriculum	Director of Education	By end of Spring Term 1 2026	Staff: Directors of Education, Curriculum Lead Time: Allocated sequence of meetings

Audit & Review	Compare Anthem curriculum maturity level with regards sustainability and climate change) against a comparison of MAT networks	Curriculum	Director of Education	By end of Spring Term 1 2026	<p>Staff: Directors of Education</p> <p>Access to Networks: CST Professional Networks</p> <p>We are in beta</p> <p>MATPN</p> <p>MAT Networks</p>
Audit & Review	Initial curriculum audit review undertaken by Directors of Education	Curriculum	Director of Education	By end of Spring Term 2 2026	<p>Staff: Directors of Education, Curriculum Lead</p> <p>Time: Allocated sequence of meetings</p>
Audit & Review	Detailed curriculum audit review involving Headteachers and SCPs of focused subject areas (Science, Geography, Design Technology)	Curriculum	Director of Education	By the end of Summer Term 1	<p>Staff: Directors of Education, Curriculum Lead, Headteachers, SCP for Science, Geography & Design Technology</p> <p>Time: Allocated sequence of meetings</p> <p>Guidance: Criteria for review (Established during initial curriculum audit)</p>
Planning & Resourcing	Detailed planning of curriculum design activities for 2026-27	Curriculum	Director of Education	By September 2026	<p>Staff: Directors of Education</p> <p>Time: Allocated planning time</p>
Curriculum Design	Curriculum redesign of Science, Geography, Technology)	Curriculum	Director of Education	By Spring Term 2 2027	<p>Staff: Directors of Education, Curriculum Lead, Headteachers, SCP</p>

					for Science, Geography & Design Technology Time: Allocated planning time and sequence of meetings.
Pedagogy	Implementation of new curriculum through focused professional development	Curriculum	Director of Education	By Autumn Term 2 2027	Staff: Directors of Education, Curriculum Leads, Headteachers, SCP for Science, Geography & Design Technology Tools: Implementation plan, monitoring mechanism Time: Sequenced schedule of training and development activities
Curriculum Design	To have embedded sustainability and climate education into the curriculum of the subject areas of Science, Geography and Design Technology.	Curriculum	Director of Education	September 2028	Staff: Director of Education Tools: Implementation plan, monitoring mechanism Time: Analysis and reporting

Establishing sustainability as an interwoven thread throughout our CEAIG programme

Foci: Career & labour market information, encounters with employers / employees, workplace experience

Focus	Action	6C Reference	Responsible Person	Timescale / Completion Date	Required Resource(s)
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Planning & Resourcing	Undertake initial research and identify relevant resources	Careers	Director of Education	By end of Spring Term 1 2026	<p>Staff: Director of Education, CEAIG Lead</p> <p>Guidance: Gatsby Benchmarks</p> <p>CDI Framework</p> <p>National Careers Service</p> <p>Green Careers Hub</p> <p>Prospects</p>
Planning & Resourcing	Plan initial careers audit and sequencing	Careers	Director of Education	By end of Spring Term 1 2026	<p>Staff: Director of Education, CEAIG Lead</p> <p>Time: Scheduled meeting</p>
Audit & Review	Compare Anthem stage of development against MAT networks	Careers	Director of Education	By end of Spring Term 1 2026	<p>Staff: Director of Education, CEAIG Lead</p> <p>Access to Networks: CST Professional Networks</p> <p>We are in beta</p> <p>MATPN</p> <p>MAT Networks</p> <p>Time: Allocated research time</p>
Audit & Review	Initial careers audit review undertaken by Directors of Education	Careers	Director of Education	By end of Spring Term 2 2026	<p>Staff: Directors of Education, CEAIG Lead</p> <p>Tool: Audit tool</p> <p>Guidance: Gatsby Benchmarks</p>

					<p><u>CDI Framework</u></p> <p>Time: Scheduled sequence of meetings</p>
Audit & Review	Detailed careers audit review involving Headteachers and SCPs	Careers	Director of Education	By the end of Summer Term 1	<p>Staff: Directors of Education, Headteachers, SCP leads, CEAIG lead</p> <p>Tool: Audit tool & criteria</p> <p>Time: Allocated audit time</p>
Planning & Resourcing	Detailed planning of careers design activities for 2026-27	Careers	Director of Education	By September 2026	<p>Staff: Directors of Education, Headteachers, SCP leads, CEAIG lead</p> <p>Document: Trust Strategy, Academy Development Plans</p> <p>Tool: Implementation plan</p> <p>Time: Allocated planning time, sequence of meetings</p>
Curriculum Design	Careers redesign	Careers	Director of Education	By Spring Term 2 2027	<p>Staff: Directors of Education, Headteachers, SCP leads, CEAIG lead</p> <p>Time: Sequence of meetings</p> <p>Tool: Implementation plan</p>
Pedagogy	Implementation of new careers programme through focused professional development	Careers	Director of Education	By Autumn Term 2 2027	<p>Staff: Directors of Education, Headteachers, SCP leads, CEAIG lead</p>

					<p>Tools: Implementation plan, monitoring mechanism</p> <p>Time: Sequenced schedule of training and development activities</p>
Curriculum Design	To have embedded sustainability and climate careers guidance into each school's CAEIG programme	Careers	Director of Education	September 2028	<p>Staff: Director of Education</p> <p>Tools: Implementation plan, monitoring mechanism</p> <p>Time: Analysis and reporting</p>

Objective 2

2. Developing environmentally sustainable school communities.

Decarbonisation					
<i>Foci: Energy Consumption, Transport, Waste Management, Water Usage</i>					
Focus	Action	6C Reference	Responsible Person	Timescale / Completion Date	Required Resource(s)
Energy Consumption	Work with Climate Champions and Ops Leads to estimate a carbon footprint measurement using Let's Go Zero	Culture, Community, Campus, CPD	Head of Estates & Sustainability	February 2026	<p>Staff: Head of Estates & Sustainability, Climate Champions, Ops Leads</p> <p>Training: Allocated training session calculation tool Let's Go Zero</p> <p>Tool: Let's Go Zero (Free)</p> <p>Guidance: Dukefield 10 Steps</p> <p>Time: Allocated time to complete calculation</p>
Energy Consumption	Schools use the Count Your Carbon platform to calculate their baseline carbon footprints	Culture, Community, Campus, CPD	School Operations Leads	January 2026	<p>Staff: School Ops Leads, Climate Champions</p> <p>Tool: Count Your Carbon Footprint (Free)</p> <p>Time: Allocated time to complete calculation</p>
Energy Consumption	Investigate and install a trust-wide energy metering and data	Culture, Community, Campus	Head of Estates & Sustainability	August 2026	<p>Staff: Head of Estates, Estates Manager, School</p>

	monitoring system to identify opportunities for energy reduction				<p>Ops Leads, School Premises Teams</p> <p>Data: Site surveys, quoted cost of install</p> <p>Time: Allocated time for research, procurement, survey and installation</p> <p>Budget: TBC (following site survey and procurement exercise)</p>
Transport	Installation of Electrical Vehicle (EV) chargers in suitable schools	Community, Campus	Head of Estates & Sustainability	May 2026	<p>Saff: Head of Estates & Sustainability, Trust Estates Manager, School Ops Leads, School Premises Teams</p> <p>Data: Site survey and feasibility studies, cost information, impact assessment</p> <p>Time: Allocated meeting time for planning, site surveys, data analysis, procurement exercises, installation</p> <p>Guidance: Gov.uk - WCS</p> <p>Budget: Access to WCS funding</p>

Energy Consumption	Undertake a feasibility study at each site for solar panel installation	Campus	Head of Estates & Sustainability	August 2026	<p>Staff: Head of Estates & Sustainability, Trust Estates Manager, School Ops Leads, School Premises Teams</p> <p>Data: Building plans and associated information, funding sources</p> <p>Time: Allocated time to survey, assess, consult and report.</p>
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Adaptation and resilience					
<i>Foci: Flood & water protection, Temperature regulation, Building monitoring & durability, Surfaces and landscape</i>					
Focus	Action	6C Reference	Responsible Person	Timescale / Completion Date	Required Resource(s)
Building Monitoring & Durability	Confirm installation of CO2 monitors in appropriate rooms across the estate	Campus	Head of Estates & Sustainability	February 2026	<p>Staff: Head of Estates & Sustainability, Trust Estates Manager, School Ops Leads, School Premises Teams</p> <p>Tool: Standardised register</p> <p>Time: allocated time for data collection and report collation</p>

Biodiversity (A better environment)

Foci: Green spaces, Habitat creation, Trees and woodland, Pollinator support, Water features, Outdoor learning facilities

Focus	Action	6C Reference	Responsible Person	Timescale / Completion Date	Required Resource(s)
Green Spaces	Schools sign up to National Education Nature Park and plan site mapping	Community, Campus	School Climate Champions	April 2026	<p>Staff: School Climate Champions</p> <p>Tool: National Education Nature Park</p> <p>Time: Allocated time to carry out survey and complete mapping</p>

General Implementation Activities

Implementation					
<i>Foci: Leadership & Governance, Communication & Engagement, Internal & External Partnerships</i>					
Focus	Action	6C Reference	Responsible Person	Timescale / Completion Date	Required Resource(s)
Communication & Engagement	Work with Head of Communications to create a stakeholder communications plan with short, and medium term activity to launch the strategy	Culture, Community	Head of Estates & Sustainability	November 2025	Staff: Head of Estates & Sustainability, Head of Communication Time: Allocated meeting time Tool: Communication plan
Leadership & Governance	Define the role of and Terms of Reference for the School Climate Champion	Culture, Community	Head of Estates & Sustainability	November 2025	Staff: Head of Estates & Sustainability, Head of Governance, Head of HR Time: Allocated time to research, draft and approve Terms of Reference Guidance: DfE Sustainability Guidance Let's Go Zero LCC Guidance
Leadership & Governance	Nominate a Climate Champion in each school	Culture, Community, CPD	Headteachers	December 2025	Staff: Headteachers Time: Allocated time to identify and nominate a climate champion

					<p>Capacity: Access to capacity within school teams to undertake this responsibility</p>
Internal & External Partnerships	Introductory meeting of School Climate Champions	Culture, Community	Head of Estates & Sustainability	December 2025	<p>Staff: Head of Estates & Sustainability, Director of Projects, School Climate Champions</p> <p>Time: Scheduled meeting time</p> <p>Guidance: Role descriptions and terms of reference</p>
Leadership & Governance	Initial training for Climate Champions & Ops Leads on climate action planning	CPD	Head of Estates & Sustainability	February 2026	<p>Staff: Head of Estates & Sustainability, School Climate Champions</p> <p>Tool: Climate Action Plan template, recommended activity list, training plan</p> <p>Time: Allocated meeting time.</p>
Leadership & Governance	Develop template documents for use in schools and associated guidance	Culture, Community, CPD	Head of Estates & Sustainability	January 2026	<p>Staff: Head of Estates & Sustainability</p> <p>Guidance: DfE sustainability Leadership DfE Sustainability Guidance Let's Go Zero</p>

					<p><u>LCC Guidance</u></p> <p>Time: Allocated time to develop template</p>
Internal & External Partnerships	Review existing accreditations and the wider landscape to align where there is synergy with trust and school goals	Culture, Community, Campus	Head of Estates & Sustainability	January 2026	<p>Staff: Head of Estates & Sustainability, School Climate Champions</p> <p>Time: Allocated meeting time</p> <p>Tool: Forum for sharing information and approach across schools, tracking document / system</p>
Leadership & Governance	Establish the next phase of initiatives relating to Climate Action Plans and update documentation	Culture	Head of Estates & Sustainability	January 2026	<p>Staff: Head of Estates & Sustainability</p> <p>Time: Allocated time to review and document</p>
Leadership & Governance	Schools add school-level actions to Climate Action Plans, updating termly	Culture, Community	School Climate Champions	January 2026	<p>Staff: Head of Estates & sustainability, School Climate Champions</p> <p>Training: Completing and updating the Climate Action Plan</p> <p>Time: Allocated time to complete and review the plan, a schedule of meetings with stakeholders to obtain relevant data</p>

<p>Communication & Engagement</p>	<p>Set up termly network meetings and reporting routines</p>	<p>Culture, Community</p>	<p>Head of Estates & Sustainability</p>	<p>February 2026</p>	<p>Staff: Head of Estates, Directors of Education, Headteachers, School Climate Champions Time: Attendance at a sequence of meetings</p>
<p>Leadership & Governance</p>	<p>Undertake an audit of current activities in each school</p>	<p>Culture, Community</p>	<p>Head of Estates & Sustainability</p>	<p>January 2026</p>	<p>Staff: Head of Estates & Sustainability, School Climate Champions Tool: Tracking system / document Time: Allocated meeting time to discuss and record activities</p>