

INSPIRING FUTURES

CLIMATE AND SUSTAINABILITY ACTION PLAN

POLICY DETAILS

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Staff name and job title:	Alwyn Jackson – Operations Director
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POLICY REVISION AND APPROVAL HISTORY

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1	March 2026	March 2027	New policy/plan	F, A & O Committee

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Context and aims

Education plays a vital role in helping to tackle climate change and creating a better, green world for future generations. The Department of Education's Sustainability and Climate Change Strategy's vision is for the United Kingdom to be the world-leading education sector in sustainability and climate change by 2030.

This is set to be done through four strategic aims:

1. Excellence in education and skills for a changing world: preparing all young people for a world impacted by climate change through learning and practical experience.
2. Net zero: reducing direct and indirect emissions from education and care buildings, driving innovation to meet legislative targets and providing opportunities for children and young people to engage practically in the transition to net zero.
3. Resilient to climate change: adapting our education and care buildings and system to prepare for the effects of climate change.
4. A better environment for future generations: enhancing biodiversity, improving air quality and increasing access to, and connection with, nature in and around education and care settings.

Endeavour Academies are dedicated to adopting these four aims to support the aims of the Sustainability and Climate Change Strategy to support and strive to help tackle climate change and creating a better, green world for future generations.

The plan below sets out how we plan to support this strategy within our schools with actions relating to each of the four strategic aims set out in the Sustainability and Climate Change Strategy.

Action plan goal: decarbonisation

The following actions could help you reduce carbon emissions that are caused by the trust.

<i>Which school the aim primarily targets</i>	<i>Action</i>	<i>Steps</i>	<i>Timeline for the action or expected completion date</i>	<i>Resources</i>	<i>RAG Rating</i>
Archibald Primary School Macmillan Academy	Planning: assess how well you are using your existing heat system/s.	Check that your building/s management and heating systems are running efficiently and correctly. Explore options for training if needed.	1 month	Staff: Operational staff, senior leadership team Cost: Free/£	
Archibald Primary School Macmillan Academy	Reduce carbon emissions in our buildings by changing the light bulbs to LED bulbs in each school building.	Purchase LED lights and replace existing lightbulbs when required	3 months	Staff: Operational staff, senior leadership team Cost: Low	
Archibald Primary School Macmillan Academy	Reduce carbon emissions in our buildings by teaching lessons outside.	Plan a lesson outdoors. Make the most of your outdoor environments and bring students outside for lessons.	1 month	Staff: Operational staff, senior leadership team Cost: Free	
Archibald Primary School Macmillan Academy	Change behaviours in our communities by running a 'Switch-off' campaign.	Encourage students and staff to turn off lights and monitors. Provide information to parents/carers in your newsletters.	2 month	Staff: Education staff, operational staff, senior leadership team Cost: Free	

Action plan goal: biodiversity

These actions will help you improve habitat and biodiversity around the trust.

<i>Which school the aim primarily targets</i>	<i>Action</i>	<i>Steps</i>	<i>Timeline for the action or expected completion date</i>	<i>Resources</i>
Archibald Primary School Macmillan Academy	Increase our school's knowledge of biodiversity by starting a gardening club.	Locate an area to garden. Advertise amongst students. Grow plants and get students involved in maintenance/ harvest.	1 month	Staff: Educational staff/ senior leadership team Cost: Free / low
Archibald Primary School Macmillan Academy	Increase biodiversity on school property by rewilding areas of school's grounds.	Select an area of school ground suitable for rewilding. Decide what type of rewilding (wildflower field, pond, insect hotels etc.). Buy native plants, stop using chemicals/ pesticides. Let the area grow. Educate staff and students on their maintenance.	1 month – 1 year (depending on complexity of project)	Staff: Education staff, operational staff, senior leadership team, students Cost: Varied depending on complexity of project

Action plan goal: climate education and green careers

The following actions will help you build capability on climate change and its impacts within your school.

<i>Which school the aim primarily targets</i>	<i>Action</i>	<i>Steps</i>	<i>Timeline for the action or expected completion date</i>	<i>Resources</i>
Archibald Primary School Macmillan Academy	Share with staff and pupils what climate change action we are taking by promoting successes and achievements.	Assemblies, newsletters. Get students involved e.g. with planting or maintaining.	1 day, then ongoing	Staff: Education staff, senior leadership team Cost: Free
Archibald Primary School Macmillan Academy	Embed sustainability and climate education in the wider curriculum by inviting external speakers to come into school.	Arrange for external speakers to come into school to run workshops/ talks.	3 months	Staff: Education staff, senior leadership team Cost: Free
Macmillan Academy	Promote Green Careers by enrolling students in green work experience.	Select students to enrol onto programme (overview of net zero career areas, and opportunities).	3 months	Staff: Education staff, senior leadership team, pupils 16+ Cost: Free

Action plan goal: resilience and adaptation

Complete these actions to you understand the impacts of climate change on your school and what you might do to improve the school's resilience to weather impacts like flooding and overheating through adaptation measures.

Which school the aim primarily targets	Action	Steps	Timeline for the action or expected completion date	Resources
Archibald Primary School Macmillan Academy	Planning: Create policy to relax dress code in periods of hot weather.	Encourage pupils to wear loose, light-coloured clothing. Sunhats. Sun tan lotion. Teachers should also encourage children to take off their blazers and jumpers.	1 month	Staff: Education staff, senior leadership team Cost: Free
Archibald Primary School Macmillan Academy	Prepare our schools for the physical impacts of climate change by installing water efficient fixtures.	Identify possible areas of efficiency. Measures: <ul style="list-style-type: none"> • low-flow taps • dual flush toilets Install fixtures. Train staff how to use and maintain.	6 months	Staff: Operational staff, senior leadership team Cost: Low

Action plan goal: active and sustainable travel

Complete these actions to you understand the impacts of climate change on your school and what you might do to improve the school's resilience to weather impacts like flooding and overheating through adaptation measures.

<i>Which school the aim primarily targets</i>	<i>Action</i>	<i>Steps</i>	<i>Timeline for the action or expected completion date</i>	<i>Resources</i>
Archibald Primary School Macmillan Academy	Encourage active travel by providing cycle skills for students.	Organise external cycle skills lessons for students to improve their skills and safety on their bikes	1 week	Staff: Education staff, senior leadership team Cost: Free
Archibald Primary School Macmillan Academy	Encourage active travel by providing bike/ scooter storage.	Locate suitable and secure space within school grounds. Install cycle storage/ scooter storage for pupils to use to lock their bikes.	2 months	Staff: Education staff, operational staff, senior leadership team Cost: £5k-£10k
Archibald Primary School Macmillan Academy	Encourage active travel by providing cycle to work scheme for school staff.	Enrol your school in the cycle to work scheme. Promote amongst staff.	1 day	Staff: Education staff, senior leadership team Cost: Free to sign up

Action plan goal: air quality

These actions relate to directly improving air quality in and around the school for the benefit of pupils, staff, and parents and carers.

<i>Which school the aim primarily targets</i>	<i>Action</i>	<i>Steps</i>	<i>Timeline for the action or expected completion date</i>	<i>Resources</i>
Archibald Primary School	Planning: Create an asthma friendly school plan.	<p>Collect a register of all pupils with asthma.</p> <p>Create a school wide emergency asthma plan .</p> <p>Choose an asthma lead.</p> <p>Adopt a policy for inhaler techniques and emergency treatment.</p> <p>Create a system for identifying children who are missing school because of asthma.</p>	1 week, ongoing	<p>Staff: Education staff, operational staff, senior leadership team</p> <p>Cost: Free</p>

Action plan goal: waste, consumption and recycling

These actions seek to reduce waste and consumption and improve recycling within the school.

<i>Which school the aim primarily targets</i>	<i>Action</i>	<i>Steps</i>	<i>Timeline for the action or expected completion date</i>	<i>Resources</i>
Archibald Primary School Macmillan Academy	Reduce waste by banning single-use plastics in school canteen.	Replace plastic cutlery with reusable cutlery.	1 day, ongoing	Staff: Education staff, operational staff, senior leadership team Cost: Low
Archibald Primary School Macmillan Academy	Reduce waste by banning single use plastic water bottles.	Get school branded water bottles. Ensure access to fresh drinking water (drinking fountains) for refills.	1 week, ongoing	Staff: Education staff, operational staff, senior leadership team Cost: Low
Archibald Primary School Macmillan Academy	Reduce waste by lowering single use plastic.	Review the school's procurement policy and identify any single use plastics that can be eliminated.	1 week, ongoing	Staff: School management team, senior leadership team Cost: Low
Archibald Primary School Macmillan Academy	Encourage reuse by running second-hand uniform event.	Run a uniform shop at school for second hand uniform exchange and purchase.	1 week	Staff: Education staff, senior leadership team Cost: Free
Archibald Primary School Macmillan Academy	Increase recycling by improving recycling facilities in the school.	Ensure that all classrooms have a recycling bin. Recruit dedicated recycling monitors to support staff and students.	1 week – ongoing	Staff: Education staff, operational staff, senior leadership team Cost: Low
Archibald Primary School Macmillan Academy	Increase our school's knowledge of waste, consumption and recycling by running a campaign at school to: <ul style="list-style-type: none"> remove single use plastics promote recycling, repairing, reusing, and reducing waste. 	Advertise in newsletters. Hold assemblies and lessons. Run poster competition for students. Advertise on social media. Join a competitive challenge.	1 month	Staff: Education staff, senior leadership team Cost: Varying

Action plan goal: food

<i>Which school the aim primarily targets</i>	<i>Action</i>	<i>Steps</i>	<i>Timeline for the action or expected completion date</i>	<i>Resources</i>
Archibald Primary School Macmillan Academy	Promote plants and reduce meat consumption by having a plant-power day.	Have a plant-power or meat free day in the canteen. Teach about the benefits of reduced meat and more plants in your diet. Teach how to make nutritional and tasty vegetarian meals.	1 week-ongoing	Staff: Education staff, operational staff, senior leadership team Cost: Free
Archibald Primary School Macmillan Academy	Increase our school's knowledge of food by running a sustainable food campaign at school.	Develop a campaign and link this with other national campaigns. Work with school meals provider to increase sustainability of meals provided.	2 months - ongoing	Staff: All school staff Cost: Free



Stockton Road
Middlesbrough
TS5 4AG



01642 800800



enquiries@endeavour-academies.org.uk
www.endeavour-academies.org.uk