



Small Steps – Big Impact

Sustainability Lead: Stacey Parker



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Who to turn to for more information:

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TWT Sustainability Team

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Our Sustainability Mission Statement

Our family of Ted Wragg Trust schools are committed to fostering a sustainable future by implementing school-based Climate Action Plans. These plans demonstrate our collective commitment to environmental stewardship, aiming to empower our students, staff, and our local communities to contribute meaningfully to a healthier planet.

Together, we embark on this journey toward a greener future, understanding that every small step contributes to the larger goal of environmental sustainability.

Background to the Climate Action Plan

Department of Education Guidance

Sustainability leadership and climate action plans in education

The sustainability and climate change strategy for education states: “By 2025, all education settings will have nominated a sustainability lead and put in place a climate action plan”. This includes early years settings, schools, multi-academy trusts, colleges, and universities.

Further information - <https://www.gov.uk/guidance/sustainability-leadership-and-climate-action-plans-in-education>

Our local context:

Background to our Sustainability Journey - How have we got here?

Lipson is at the early stages of its sustainability journey, and we’re excited about the initiatives we have planned for the coming years. Although we’re just getting started, we’ve already introduced several small but meaningful efforts, such as a pre-loved uniform exchange recycling and wild flower planting.



Road Map:

Year 1:

Quick win options and understanding where we are – establishing base information.
‘Securing our roots’ to grow in the future. Simple successes will build momentum.

Year 2:

Establish a plan of what we can do within the capability of our school.
 This will allow us to **‘expand our reach’** and grow our ambitions.

Year 3:

Realise the change we have made – reflecting on what has worked and where the next challenge is.

Can we **‘sustain our success’**? Sustainability of progress is at the heart of our approach.

Timeline for this year:

Date	Action	By Whom
Autumn Term		
Thursday 26th September	Launch of Climate Action Plan at Sustainability Conference	All Sustainability Leads, TWT Sustainability Team
Friday 19 th December	Publish Climate Action Plan to school website.	Schools
Spring Term		
February - TBC	Online Sustainability Lead Network Meeting	All Sustainability Leads & TWT Sustainability Team
Summer Term		
May – TBC with each school	Review of Climate Action Plan with TWT Estates – on site visit	All Sustainability Leads & TWT Sustainability Team
Wednesday 24 th June	Summer Sustainability Conference @ Great Moor House	All Sustainability Leads, TWT Sustainability Team, Sustainability Governors

What does progress or success look like?

1. Our schools have a **lower impact on Climate Change** than at the start of the programme
2. Our **school community is more pro-active** in addressing issues of climate change and engage in the Climate Action Plan.
3. **Sustainability Lead is truly the Climate Action Facilitator** and has engaged others to deliver on objectives identified in the school’s Climate Action Plan. Their role has been sustainable to them.



Lots of small steps across our family of trust schools will make a big impact.

“the whole is greater than the sum of its parts” Aristotle

There are a number of identified ‘pillars’ that will help guide us through this journey.

5 Pillars of the Climate Action Plan

1. Leadership and Policy
2. Decarbonisation
3. Biodiversity
4. Adaptation and Resilience
5. Climate Education and Green Skills



This is more than just a government strategy – it is our opportunity to empower our community to make small steps in the right direction.



Leadership and Policy

Our Trust leadership and your school leadership have made a commitment to this Climate Action Plan.

Statement of intent:

“Our family of Ted Wragg Trust schools is committed to leading with purpose in building a sustainable future. Through our Climate Action Plans, we aim to embed sustainability into all aspects of decision-making—from purchases and transport choices to resource management—ensuring that environmental considerations are central to our strategic actions.”

We recognise that effective leadership in sustainability requires both securing our roots and expanding our reach: safeguarding the foundations of our schools while innovating to amplify our impact on students, staff, and the wider community. By aligning our policies and practices with these values, we sustain our success and demonstrate responsible stewardship of the planet, inspiring others to join us on this journey toward a greener, more resilient future.”





































Decarbonisation















Action	Description	Lead	Timescale (wks/mths)	Cost Score (1-5)	Time Score (1-5)	Notes	Envi Impact Score (1-5)	Cost Impact Score (1-5)	Notes	Date Completed
Carry out a local building energy audit Assess energy use and identify opportunities for efficiency improvements.	Conducting a building energy audit will help Lipson pinpoint areas of energy waste, from heating inefficiencies to unnecessary lighting. Findings can inform decisions on insulation, lighting upgrades, and behaviour-based energy-saving strategies. Light touch whole school, lights, windows, LED's, waste,	Business & Site Lead. It's possible that this action will be undertaken as part of the GBESP	3 Months Feb 2026			Costs depend on whether internal staff or external consultants conduct the audit. Requires data collection and analysis over time.			Identifying inefficiencies leads to lower energy consumption and carbon emissions.	
Run a switch-off campaign to encourage staff and pupils to turn off unused lights, appliances, and electronics.	A switch-off campaign raises awareness about energy consumption and encourages simple behavioural changes to reduce waste. Lipson could run competitions, put up reminder posters, and conduct audits to track energy savings. Engaging pupils through classroom discussions can make energy efficiency a long-term habit.	Marketing & Eco Working Group	1 week Review 1 week Action 1 week Results 7.00am – 16.00pm .			No costs except promotional materials. Time to launch and supporting during event. In Spring term, link to smart meter/manual monitoring			Reduces unnecessary electricity usage, lowering the school's carbon footprint, raises pupil awareness.	



Energy Consumption monitoring.	Monitor smart meters, once installed, to review energy consumption at different times of day, the week, weekends and holidays.	Business & Site Lead	Month		 	Gas smart meters can be monitored on a 30-minute basis. Should be able to access via a website once set up. Electricity to follow shortly	 	 	This will allow Lipson to save energy/money by not heating/running appliances outside of core hours.	
Engage and participate with Solar Energy Grant GBESP	DfE Grant for installation of solar panels throughout the school. Further energy audits may lead to LED lighting and electric parking points.	Business & Site Lead with support from Estates	Year 1		  	Depends on results of surveys by DfE as to what aspects we are provided and timescales	   	   	This will generate significant energy savings which we can use to support further sustainability in the school	
Undertake a Waste Audit, for food and plastic.	Audit will assess where we can make changes to the level of waste we are producing. Use of clear bins; separation of waste; monitoring of food waste.	Business & Site Lead. Canteen Staff and Trust Estate Team	Year 2	 	  	Costs depend on whether internal staff or external consultants conduct the audit. Requires data collection and analysis over time	   	   	Identifying waste – making pupils & staff aware. Cutting these inefficiencies leads to lower carbon emissions.	

Scoring - 

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Host a community planting day	Identify an area to plant several trees and bring in local community groups to help plant these to improve our Biodiversity on site. Liaise with Grounds maintenance company when planning	Business Lead & Community Lead	Year 2			Cost of tree planting and organising of the event			Gains for the environmental impact but no financial benefits	
Hedgehog survey	Work with Education Nature to undertake a Hedgehog survey in the grounds	Student Eco Team & Education nature	Week			Audit resources			Gains for the environmental impact but no financial benefits	
Gardens/window boxes in our Alternative Provisions	Plant flowers and shrubs in the gardens and in window boxes for our Alternative Provisions. Consider planting season to coincide with term dates	AP students /staff & Site team	Month			Cost of window boxes and plants/soil			Gains for the environmental impact but no financial benefits Positive impact on mental health for pupils involved, engagement with nature, nurturing activity, sense of belonging	



<p>Sign your school up to education nature park</p> <p>Join the national or local educational nature park program to enhance outdoor learning.</p>	<p>Schools can participate in local or national education nature park programs to connect pupils with nature-based learning experiences. These programs provide hands-on engagement with biodiversity, conservation, and sustainability. By participating, pupils gain a deeper appreciation of the environment, and schools can access valuable teaching resources and support for outdoor learning initiatives.</p>	<p>Science/ Geography Departments</p>	<p>Term</p>			<p>Resources to support your biodiversity journey. Help available to come to your site.</p>			<p>Encourages nature conservation and awareness of climate action.</p> <p>No direct financial benefits but long-term educational value.</p>	
<p>Participate in the RSPB Birdwatch</p> <p>Take part in a national birdwatch survey to monitor local wildlife.</p>	<p>Schools can engage pupils in the Royal Society for the Protection of Birds (RSPB) Birdwatch, an annual citizen science event where participants record and report bird sightings. This initiative helps develop observation skills, raises awareness of biodiversity, and contributes valuable data for conservation efforts.</p>	<p>Year 7</p>	<p>2 weeks</p>			<p>No cost; resources are provided by the RSPB. Requires scheduling time for participation and data submission</p>			<p>Does not save money but promotes and awareness of nature in your school</p>	
<p>Create a School Pollinator Garden / Mini Meadows</p> <p>Plant a pollinator-friendly garden to</p>	<p>A school pollinator garden provides a habitat for bees, butterflies, and other beneficial insects. By planting native wildflowers and nectar-rich plants, schools can contribute</p>	<p>Site/Arborcure Houses/Year groups house captains</p>	<p>Spring term</p>			<p>Costs include seeds, soil, and occasional maintenance.</p> <p>Initial setup requires planting and</p>			<p>Supports carbon sequestration and ecosystem balance.</p> <p>Low direct savings but potential educational</p>	











support bees and butterflies.	to biodiversity and support local ecosystems.					occasional upkeep			benefits.	
Build an Insect Hotel Build habitats for insects and small mammals using log piles and wood pallets.	Log piles and disused wood pallets can be used to create a natural habitat for insects, amphibians, and fungi, enhancing biodiversity and promoting decomposition processes. They can be strategically placed in school gardens to serve as learning tools for ecology studies.	Eco Group	Summer term			Uses natural and recycled materials, making it a low-cost initiative. Quick to implement and requires no maintenance.	 		Supports ecosystem health indirectly. No direct cost savings.	
Habitat Survey via a drone	TWT Estates to fly site to provide up to date evidence of trees, grass, wildflower, wilderness areas. To be repeated twice a year – winter and spring/summer	Business Lead and TWT Estates team	January + May		 			 	Provides a baseline information to show changes over time – year on year, season on season	






Adaptation & Resilience

Scoring - 

Action	Description	Lead	Timescale (wks/mths)	Cost Score (1-5)	Time Score (1-5)	Notes	Envi Impact Score (1-5)	Cost Impact Score (1-5)	Notes	Date Completed
Undertake a roof/gutter survey using the TWT Estates Drone	TWT Estates team to fly Lipson campus buildings to check roofs and gutters for blockages or damage. If done twice a year pre-Autumn leaf fall and early Spring. This will avoid damage from blockages and identify maintenance issues.	Estates	January & May			Costs nothing, just need to notify the school that a drone will be flown over the school – done during lessons or before/after school.				
Fit solar film on the windows Apply solar film to windows to reduce heat gain and energy consumption.	Installing solar film on windows helps regulate indoor temperatures by reducing heat gain in summer and heat loss in winter. This reduces the reliance on air conditioning and heating systems, leading to lower energy consumption and improved comfort in classrooms. Solar film also reduces glare, protects furniture from UV damage, and extends the lifespan of interior materials by preventing sun-related wear. Identify areas to do this on as a pilot to use feedback as base data. Measure a room with and without film. Temp monitoring – min and max in day		6 month			Moderate cost, but provides long-term energy savings and improved classroom comfort. Quick installation with minimal disruption to school activities			Reduces energy consumption for heating and cooling, lowering overall carbon emissions. Lowers utility bills by improving thermal efficiency, reducing air conditioning reliance	



<p>Source Cleaning Products with Eco-Certifications. Use biodegradable and non-toxic cleaning products.</p>	<p>Traditional cleaning products contain harmful chemicals that can pollute water and air. Schools can transition to eco-friendly alternatives certified by environmental agencies, reducing exposure to toxins and supporting sustainability efforts.</p>	<p>Fusion</p>			<p>Some eco-friendly products may be slightly more expensive.</p> <p>Immediate switch possible with supplier adjustments</p>			<p>Reduces pollution from chemical runoff.</p> <p>Long-term health benefits reduce medical costs.</p>	
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Action	Description	Lead	Timescale (wks/mths)	Cost Score (1-5)	Time Score (1-5)	Notes	Envi Impact Score (1-5)	Cost Impact Score (1-5)	Notes	Date Completed
Hold a careers week for green skills	Hold a careers week focusing on jobs that use Green skills and fall within the sustainability sector. Investigate what careers are already doing	Brad/Ed	Week			Requires little to no funding, as it involves modifying existing lesson plans. Some time will be needed to adapt curriculum materials and train teachers.			Long-term behavioural change among students can lead to emissions reductions. No direct financial savings but may lead to reduced resource consumption over time.	
Integrate climate change and sustainability into the curriculum across subjects.	Audit in year 1 to find out what we are already doing. Build on this in year 2 Embedding sustainability into the curriculum across all subjects helps pupils develop an awareness of environmental issues. Science classes can discuss climate change, geography can cover ecosystems, and mathematics can explore energy consumption statistics. By integrating sustainability into daily learning, pupils can develop a mindset of environmental responsibility and apply these principles beyond the classroom	Curriculum Leads / HOD's	Year 1/2			Requires little to no funding, as it involves modifying existing lesson plans. Some time will be needed to adapt curriculum materials and train teachers.			Long-term behavioural change among students can lead to emissions reductions. No direct financial savings but may lead to reduced resource consumption over time.	



<p>Organise a walk to school week</p> <p>Promote and encourage a Walk to School week as a means of raising awareness of the effects of commuting and transport.</p>	<p>Encouraging pupils and staff to walk, bike, or use public transport instead of driving can reduce emissions and improve local air quality. A Walk to School Week helps raise awareness about the environmental and health benefits of active travel.</p> <p>Start with survey of current usage ID by year group. Track year on year</p>	<p>HOD's</p>	<p>Week</p>			<p>Costs may include promotional materials, but overall budget impact is low.</p> <p>Staff time is required to plan, organize, and promote the event.</p>			<p>Encourages a reduction in car journeys, thereby lowering emissions.</p> <p>No direct monetary benefit, though it could save parents on fuel costs.</p>	
<p>Create a School Eco Committee</p> <p>Establish a group to drive sustainability initiatives.</p> <p>Can be part of a weekly student club</p>	<p>A school eco committee gives pupils the opportunity to support sustainability projects, influence school policies, and advocate for environmental improvements. This initiative fosters leadership, encourages responsibility</p>	<p>Business Lead / Student Council / Head of Depts</p>	<p>Month</p>			<p>No cost beyond organising meetings.</p> <p>Requires commitment to regular meetings and project work</p>			<p>Leads to long-term environmental improvements</p> <p>Indirect financial benefits through improved sustainability practices.</p>	
<p>Met Office Climate Boot Camp</p> <p>Make use of the TWT Met Office Partnership</p>	<p>This is a program of activities, careers education activities for schools. Pupils attend the Met Office for a day to undertake a workshop. On their return to school, they can share and engage others.</p>	<p>Science & Geography Depts</p>	<p>Year 1</p>			<p>The programme is already set up for schools.</p> <p>Time co-ordinating and preparing pupils – Careers lead.</p>			<p>Pupils who attend are engaged more deeply with careers in the green economy.</p> <p>No cost savings</p>	



Further support and information:

- **Climate Ambassadors:** Matching climate experts with education settings. [Visit Website](#)
- **Education Nature Park:** Go on a journey to get to know your outdoor space and use creative decision -making to improve your grounds for people and nature. [Visit Website](#)
- **Sustainability Support for education:** Enabling schools to start their sustainability journey. [Visit Website](#)
- **Transform Our World:** Offers a Climate Action Planner for schools. [Visit Website](#)
- **Climate Friendly Schools:** Provides templates and resources. [Visit Website](#)
- **WWF – School Sustainability Guide.** [Visit Website](#)
- **British Gas - Get Set for Positive Energy:** Supports energy-saving initiatives. [Visit Website](#)
- **EDF Energy - Net Zero Challenge:** Encourages student-led climate projects. [Visit Website](#)