Milwards Primary School and Nursery - Climate Action Plan 25/26

1. Staff Expertise

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Enhance staff knowledge and skills on climate action and sustainability	1. Provide regular CPD sessions on energy saving, waste reduction, and climate resilience. 2. Encourage attendance at external climate action conferences and workshops. 3. Share updates from the Climate Action Plan conference attended by Senior Leaders.	Senior Leadership Team (SLT) and Sustainability Governor	- Budget for CPD and conference fees - Time allocation for training - External trainers or online resources	- Increased staff confidence and knowledge in climate topics - At least 2 CPD sessions held annually - Staff feedback shows improved understanding	Climate education and green careers
Embed climate action into staff roles and responsibilities	1. Where appropriate include sustainability objectives in staff appraisals. 2. Encourage staff to lead or support Eco Warriors and other pupil-led initiatives.	Headteacher and SLT	- Updated appraisal framework - Time for staff to support initiatives	- Sustainability objectives included in all relevant appraisals - Staff actively supporting pupil climate groups	Climate education and green careers

2. Staff/Pupils

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Increase pupil and staff engagement in energy saving and waste reduction	1. Continue termly assemblies by Site Manager on energy and waste. 2. Expand Eco Warriors programme with more responsibilities. 3. Promote energy saving tips in classrooms and staff areas.	Eco Warriors Coordinator and Site Manager	- Assembly time - Educational materials - Incentives for participation	- Reduction in energy use and waste measured termly - Increased Eco Warrior participation - Positive feedback from pupils and staff	Decarbonisation
Promote behaviour change towards sustainability	1. Encourage children to wear appropriate clothing to reduce heating needs. 2. Reinforce reusable containers and bottles use.	Class Teachers and Eco Warriors	Posters and reminders - Monitoring tools	- Increased use of reusable items - Reduced waste from packed lunches - Positive behaviour reports	Decarbonisation

3. Buildings/Grounds

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Improve energy efficiency and monitoring of the school building	1. Investigate feasibility and install solar panels. 2. Install energy monitoring devices throughout the school. 3. Explore switching to a green energy provider.	Site Manager and Sustainability Governor	- Funding for feasibility studies and installations - Energy monitoring equipment - Supplier contracts	- Solar panels installed or clear plan developed - Energy use data available and monitored monthly - Green energy contract secured	Decarbonisation
Enhance water sustainability	1. Explore installation of rainwater harvesting devices for toilets and gardens. 2. Maintain and expand allotment and nature areas to support biodiversity.	Site Manager and Forest School Leader	- Rainwater harvesting system costs - Maintenance tools and materials	- Rainwater system installed or plan developed - Allotment productive and biodiversity indicators improved	Biodiversity
Improve indoor environment for wellbeing and climate resilience	1. Install air conditioning in school hall to provide refuge in extreme temperatures. 2. Purchase and care for indoor plants, one per class.	Site Manager and Class Teachers	- Air conditioning unit - Indoor plants and care materials	- Air conditioning operational before next summer - Indoor plants healthy and maintained	Adaptation and resilience

4. School Lunches

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Continue to reduce carbon	1. Maintain reduction of red meat and increase plant-based options. 2. Source food locally where possible. 3.	Catering Manager	- Supplier information - Educational	- Continued reduction in red meat use - Increase in plant-based meals	Decarbonisation / Climate

footprint of school meals	Educate children about sustainable food choices through assemblies and curriculum.	and Class Teachers	materials - Menu planning support	served - Positive pupil understanding of food sustainability	education and green careers

5. Curriculum

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Embed climate education across all year groups	1. Integrate climate change and sustainability topics into science, geography, and PSHE. 2. Use Forest School and nature area for practical learning. 3. Develop projects on energy saving, biodiversity, and waste reduction.	Curriculum Lead and Class Teachers	- Curriculum planning time - Educational resources - Outdoor learning equipment	- Climate topics covered in all classes annually - Increased pupil engagement in projects - Positive assessment outcomes on climate topics	Climate education and green careers
Promote green careers awareness	1. Invite speakers from local green industries. 2. Highlight sustainability roles during career days.	Careers Coordinator and Eco Warriors	- Speaker contacts - Event organisation time	- At least one green careers event per year - Increased pupil awareness of green jobs	Climate education and green careers

6. Wellbeing

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Support pupil wellbeing through connection with nature	1. Continue and expand Forest School provision. 2. Maintain nature area and pond for outdoor learning and relaxation. 3. Use indoor plants to improve classroom air quality and atmosphere.	Forest School Leader and Class Teachers	- Forest School materials - Maintenance supplies for nature area - Indoor plants	- Increased pupil participation in outdoor activities - Positive pupil feedback on wellbeing - Healthy indoor plants in all classrooms	Adaptation and resilience

Provide refuge from extreme weather	1. Install air conditioning in school hall for heatwaves. 2. Ensure adequate hydration by encouraging reusable water bottles.	Site Manager and Class Teachers	- Air conditioning unit - Water bottle promotion materials	- Reduced heat-related discomfort during summer - Consistent use of reusable bottles	Adaptation and resilience

7. Opportunities for Pupil Leadership

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Strengthen pupil leadership in climate action	1. Support and expand Eco Warriors roles with training and resources. 2. Involve School Council in sustainability decision-making. 3. Organise pupil-led campaigns on energy saving, waste reduction, and biodiversity.	Eco Warriors Coordinator and School Council Lead	- Training materials - Campaign resources - Meeting time	- Increased pupil-led initiatives - Regular reports from Eco Warriors and School Council - Measurable improvements in school sustainability	Climate education and green careers
Encourage peer-to-peer education	1. Eco Warriors to deliver regular class briefings and assemblies. 2. Create peer mentoring system for sustainability behaviours.	Eco Warriors Coordinator and Class Teachers	- Presentation materials - Scheduling time	- Positive behaviour changes reported - Increased peer engagement	Climate education and green careers

8. Procurement

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Promote sustainable procurement practises	1. Prioritise purchase of eco-friendly, plant-based cleaning products. 2. Explore green energy providers and sustainable suppliers. 3. Continue sharing resources across the Trust to reduce waste.	Site Manager and Procurement Lead	- Supplier information - Budget for sustainable products	- All cleaning products are eco-friendly - Green energy provider selected - Resource sharing maintained or increased	Decarbonisation

Reduce paper use and waste	1. Investigate paperless options to reduce photocopying. 2. Promote double-sided printing and digital sharing.	IT Lead and Office Manager	- Digital tools and training - Printer settings adjustments	- Reduction in paper use year-on-year - Increased digital communication	Digital sustainability

9. Parents

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Engage parents in sustainability efforts	1. Communicate Climate Action Plan progress via newsletters and website. 2. Promote walking to school and sustainable travel options. 3. Encourage donation and resale of old uniforms.	Parent Liaison and Eco Warriors	- Communication channels - Promotional materials	- Increased parent participation in walking initiatives - Regular parent engagement on sustainability topics - High uptake of uniform resale/donation	Transportation and Travel / Climate education and green careers
Raise awareness of sustainable packed lunches	1. Provide guidance on reusable containers and reducing food waste. 2. Host workshops or info sessions on sustainable lunch packing.	Catering Manager and Parent Liaison	- Workshop materials - Communication time	- Increased use of reusable lunch containers - Reduced lunch waste reported	Decarbonisation

10. Transportation and Travel

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Promote sustainable travel to and from school	1. Better promotion of walking and cycling through campaigns and events. 2. Encourage car sharing and use of public transport.	Parent Liaison and School Council	- Promotional materials - Partnership with local council	- Increased number of children walking or cycling - Reduced car drop-offs - Positive feedback from parents	Decarbonisation

Monitor travel patterns and impact	1. Conduct annual travel surveys. 2. Use data to inform future initiatives.	School Office and Eco Warriors	- Survey tools - Data analysis support	- Reliable baseline data on travel habits - Informed travel plan updates	Decar bonisa tion

11. Digital Sustainability

Objective	Actions	Person Responsi ble	Resources Needed	Success Criteria	DfE Area
Reduce digital carbon footprint	1. Promote efficient use of IT equipment (turning off when not in use). 2. Explore cloud storage options with green data centres. 3. Reduce printing by increasing digital workflows.	IT Lead and Office Manager	- IT policies - Green cloud providers - Staff training	- Reduction in energy use from IT equipment - Increased digital document sharing - Lower paper consumption	Digital sustain ability
Support paperless school initiatives	1. Investigate and pilot paperless homework and communications. 2. Provide training for staff and pupils on digital tools.	IT Lead and Curriculu m Lead	- Digital platforms - Training materials	- Successful pilot of paperless homework - Positive feedback from staff and pupils	Digital sustain ability

12. Partnerships and Collaborations

Objective	Actions	Person Responsib le	Resources Needed	Success Criteria	DfE Area
Build and strengthen sustainability partnerships	1. Collaborate with local environmental groups for projects and expertise. 2. Share best practises and resources with Trust schools. 3. Engage with local green businesses for support and learning opportunities.	Sustainabili ty Governor and SLT	- Contacts and networks - Time for collaboration	- Active partnerships established - Joint projects delivered - Resource sharing documented	Climate education and green careers
Participate in local and	1. Join local climate action networks. 2. Enter relevant awards and competitions.	Eco Warriors	- Membership fees (if any) - Staff time	- Participation in at least one external initiative annually -	Climate education

national climate initiatives		Coordinator and SLT		Recognition or awards received	and green careers

13. Governance and Policy

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Embed sustainability in school governance	1. Ensure governor responsible for sustainability actively monitors Climate Action Plan. 2. Include sustainability targets in school development plan. 3. Regular reporting to governors on progress.	Sustainability Governor and Headteacher	- Meeting time - Reporting templates	- Sustainability governor attends all relevant meetings - Clear targets included in development plan - Termly progress reports provided	Decarbonisation
Develop and update relevant policies	1. Review and update energy, waste, and procurement policies with sustainability focus. 2. Create policy for paperless working and digital sustainability.	SLT and Policy Lead	- Policy templates - Staff consultation time	- Updated policies approved and implemented - Staff awareness of new policies	Decarbonisation / Digital sustainability

14. Resilience and Adaptation

Objective	Actions	Person Responsible	Resources Needed	Success Criteria	DfE Area
Prepare school for climate change impacts	1. Install air conditioning in hall to manage extreme heat. 2. Develop emergency plans for extreme weather events. 3. Use planting and green spaces to reduce heat island effect.	Site Manager and SLT	- Air conditioning unit - Emergency plan templates - Landscaping resources	- Air conditioning operational - Emergency plans in place and communicated - Increased green cover reducing heat	Adaptation and resilience
Enhance biodiversity and	1. Maintain unmown grass banks and nature areas. 2. Expand planting of native species and indoor plants. 3. Use rainwater harvesting to support habitats.	Forest School Leader and	- Plants and seeds - Maintenance tools - Rainwater system	- Biodiversity indicators improved - Healthy habitats maintained -	Biodiversity

ecosystem services on site		Site Manager		Rainwater system supporting green spaces	

This plan leverages Milwards Primary School’s existing strengths while addressing key development areas, ensuring a practical and impactful approach to climate action aligned with the OFSTED framework and DfE priorities.