



Small Steps – Big Impact

All Saints Academy Plymouth

Sustainability Lead: Emma Langdon

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Who to turn to for support:

(In escalation order)

TWT Sustainability Team

1. Mark Acher - TWT Point of Contact – mark.acher@tedwraggtrust.co.uk
2. Julia Prince – Head of Estates – Julia.Prince@tedwraggtrust.co.uk
3. Julie Fossey – Director, Ted Wragg Institute – Julie.Fossey@tedwraggtrust.co.uk

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.

Wherever you are on your sustainability journey, this non-statutory guidance and the support now available can help you get started or take the next step.

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

Your role as Sustainability Lead

Things to remember:

- You are **NOT** the Climate Change Super Hero – you are not expected to do everything
- **You are a Facilitator** – knowing what is happening, enabling others to deliver elements which will make a difference.
- **For many this not be primary aspect of your role in school** – having a pragmatic and sustainable approach to this role will help.
- **You are not alone** – the TWT Sustainability team are there to support and help facilitate ideas. There are external organisations who can also help – see the back of this pack for links and further contact information.



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
Thursday 26th September	Launch of Climate Action Plan at Sustainability Conference	All Sustainability Leads, TWT Sustainability Team (JF, JAP, MA)
Thursday 6th November	Tedfest – Drop in session PM at TBH or via Teams	Optional session
Thursday 20th November	Share a first version of your school Climate Action Plan with your SLT and Mark Acher (TWT Estates)	All Sustainability Leads
Thursday 27th November	Quality Assurance Panel Review & Feedback	Julie Fossey, Mark Acher, Claire Tribe (Governor) + TBC
Friday 5th December	Share with SLT in School	School SLT
Friday 12th December	Publish Climate Action Plan to school website.	School SLT
Spring Term - TBC	Online Network Meeting	All Sustainability Leads & TWT Estates
May – TBC with each school	Review of Climate Action Plan with TWT Estates – on site visit	All Sustainability Leads & TWT Estates
Wednesday 24th 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

This one has been done for you. 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
Whole-School Planning / Decarbonisation	Establish Baseline of Current Activity Explore Smart meter access to data Energy consumption – how much, when and what we can do to manage it.	ELA	4-6 WKS	1	3	First step before detailed planning. Ask each area to identify what we already doing to support climate action.	3	1	Ensuring we are setting a realistic target.	Jan 26 (Year 1)
Energy-Efficient Gas Boiler	Installation of new energy efficient boilers and BMS system. Use these to manage our consumption and energy use. Monitor change in gas and electricity.	ELA	6 Months	5	2		4	4	Lower emissions than previous system.	Jan 26 (Year 1)
“Switch Off” Campaign	Staff/students to switch off lights and devices when not in use.	SLT	3 Months	1	3	Set up an Eco Lead within the staffing this project in the Academy	3	1	Reduces unnecessary electricity usage, lowering the school’s carbon footprint.	Jan 27 (Year 2)
LED Lighting Replacement	Replace all remaining lights with LEDs and install motion sensors in classrooms and corridors.	ELA	3 Years	4	2	Replace on a rolling programme to ensure by 2030 all Lights have been replaced.	4	4	Energy savings and reduced maintenance.	Jan 28 (Year 1 to 3)

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
Create a new Pond area within the Academy	Create a pond habitat, add native plants and use as outdoor learning space.	Science	3 Mths	2	2	strong biodiversity and learning benefit. Explore grants available for this	4	2	Engages pupils in nature. Source a grant for the pond.	Jan 2026 (Year 1)
Sign up to education nature park	pupils gain a deeper appreciation of the environment, and schools can access valuable teaching resources and support for outdoor learning initiatives.	Curr Leads	Term	1	3	Resources to support your biodiversity journey. Help available to come to your site.	2	1	Support with local wildlife	Aug 26 (Year 1)
Install Wildlife Habitats	Add bird boxes, insect hotels, and rainwater butts. <i>Really quick wins</i> <i>Bug hotel is about 1 hour to make</i>	Curr Leads	6 Mths	2	2	Investigate bird population, linked this to the curriculum.	2	2	Support with local wildlife	Jan 2027 (Year 2)
Habitat Mapping of school	Create an up to date map of the school habitats from a drone survey of the grounds.	TWT Estates	2 months	1	2	Notify school of when flying. Weather dependent	2	1	Gives the base for biodiversity surveys and identifying habitat creation zones/pathways	May 2026
Wildflower and Tree Planting	Create wildflower areas and plant native shrubs around site. <i>Smaller the better – so it can</i>	Curr Leads	6 Months	2	3	Annual project with student involvement	4	2	Boosts pollinators and carbon capture.	Jan 2028 (Year 3)

	<i>grow year on year- Yr11 project for legacy? Their corner of the school?</i>									
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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
Source Cleaning Products with Eco-Certifications. Use biodegradable and non-toxic cleaning products.	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.	Fusion	1 day	2	1	Some eco-friendly products may be slightly more expensive. Immediate switch possible with supplier adjustments	2	2	Reduces pollution from chemical runoff. Long-term health benefits reduce medical costs.	Dec 25 (Year 1)
Undertake a roof/gutter survey using TWT Estates Drone	Ask the TWT Estates team to fly the drone to check roof and gutters	TWT	1 Day	1	2	Give note to TWT to complete over half term when no students are on site	2	3	Help to identify blockages and maintenance issues	Mar 26 (Year 1)
Emergency Preparedness	Update school risk assessment to include climate-related events (e.g., heatwaves).	SLT/ELA	6 Months	1	4	Ensure staff awareness.	3	1	Improves safety and preparedness.	Aug 27 (Year 2)

Improve Building Efficiency	Audit insulation and draught-proofing; plan for future upgrades.	TWT/ELA	3 Mths	2	3	Phased approach for the whole. Starting with A Block	2	2	Reduces energy demand.	Aug 28 (Year 3)
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Climate Education and Green Skills

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
Community Engagement	Partner with local groups for clean-ups events around site and wider community Community coming in and doing litter picks in Ham woods	Community Lead	On going	1	3	Build wider links with our community	4	1	Positive social and environmental impact.	Jan 26 (Year 1)
Integrate Climate Topics in Curriculum	Establish Baseline of Current Activity	Curr Leads	12 Months	1	3	First step before detailed planning. Ask each area to identify what we already doing	3	1	Ensuring we are setting a realistic target.	Aug 26 (Year 1)
Integrate Climate Topics in Curriculum	Include sustainability and climate learning across subjects. I think we might find this is already in the curriculum (quick win)	Curr leads	12 Months	1	2	Start in 26/27 academic year	3	1	Build knowledge for our students	Aug 27 (Year 2)
TWT Innovation challenge/competition	I think all schools do this? It would be a great Year 1 starter (plus it rolls year on year) with eco council in Year 2									

Eco Council	Create a new Student Eco Council to lead initiatives.	Curr Leads	12 Months	1	4	Interview for Students to be involved	2	1	Encourages ownership and skills.	Aug 28 (Year 3)

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](#)

Spare table – copy and paste as needed

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