



# Joseph Hood Primary School

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## **Sustainability and Climate Action Plan 2025–2028**

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Head of School: Libby Wright

Sustainability Lead: Michael Waterman

Governor with responsibility for sustainability: TBC

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## Introduction

In April 2022, the Department for Education issued a clear mandate: by 2025, all educational institutions must appoint a sustainability lead and develop a robust Climate Action Plan. At Joseph Hood Primary School, we embrace this directive not as a compliance task, but as an opportunity to embed environmental stewardship at the very heart of our school's ethos.

Our values are rooted in nurturing global citizens attuned to local action. Under the guiding motto—*“Think Globally, Act Locally, Learn Sustainably”*—we seek to prepare every child for the realities of a rapidly changing world. We believe that cultivating environmental awareness, fostering resilience, and celebrating biodiversity are not adjuncts to education, but essential components that form the foundation of a well-rounded, future-ready school.

To craft this plan, the Executive Headteacher, Head of School, Chair of Governors, Geography Lead (Sustainability Lead) and Eco Champions worked collaboratively—drawing insights from national strategies, local wisdom, and the lived experience of our school community. We set a course not just for environmental survey and policy, but for embedding sustainability across our curriculum, our grounds, and our culture.

This document is a central pillar of our School Development Strategy and an explicit governance priority. It will guide operational choices and strategic planning alike, ensuring that every decision—whether about purchasing, site maintenance, or curriculum design—reflects our commitment to climate resilience and environmental justice.

Oversight of the plan will rest with the Governing Body and the Sustainability Lead Governor, with regular monitoring and evaluation. We will review the plan in full every three years, and set new measurable targets annually to maintain momentum.

## Roles and Responsibilities

### Executive Headteacher and Senior Leadership Team (SLT)

- Provide strategic direction and ensure the Climate Action Plan is embedded in the School Development Plan.
- Lead on securing funding and allocating resources for sustainability projects.
- Champion climate education in staff meetings, curriculum planning, and assemblies.
- Monitor implementation and report progress to governors and the wider school community.

### Governing Body and Sustainability Link Governor

- Hold the school accountable for achieving its sustainability targets.
- Review progress against the Climate Action Plan annually.
- Approve investments in sustainable infrastructure (e.g., solar panels, LED upgrades).
- Ensure climate resilience and sustainability are considered in all strategic decisions.

## **Sustainability Lead**

- Coordinate the development, monitoring, and updating of the Climate Action Plan.
- Liaise with staff, pupils, parents, and external partners to deliver initiatives.
- Track progress through audits (energy, waste, travel, curriculum).
- Report outcomes to the Headteacher, SLT, and Governing Body.
- Oversee biodiversity projects such as tree planting and wildlife areas.

## **Teachers and Support Staff**

- Embed sustainability into everyday teaching and learning.
- Encourage students to take part in Eco Champions activities and sustainability projects.
- Model sustainable behaviours (switching off equipment, minimising waste, promoting active travel).
- Contribute subject-specific expertise to the curriculum audit and climate-linked lessons.

## **Pupils and Eco Group**

- Lead on whole-school campaigns such as Switch-Off, Car-Free Fridays, and recycling drives.
- Act as “Climate Champions” in classrooms — checking lights, bins, and energy use.
- Share ideas for improving biodiversity, reducing waste, and raising awareness.
- Represent pupil voice in meetings with staff and governors.

## **Parents and Families**

- Support active travel by walking, cycling, or scooting to school.
- Participate in initiatives such as uniform/book swaps, Meat-Free Lunch days, and recycling schemes.
- Reinforce sustainability messages at home and share expertise/resources with the school.
- Act as role models for sustainable behaviours within the school community.

## **Site Manager**

- Implement energy efficiency measures (LEDs, heating controls, rainwater harvesting).
- Ensure recycling and waste reduction measures are maintained.
- Maintain safe and sustainable buildings and grounds.

## **Catering Team (Caterlink)**

- Introduce and promote Meat-Free lunch days and sustainable menu choices.
- Reduce food waste through portion management and composting.
- Source food responsibly and minimise use of single-use plastics.
- Educate pupils about healthy and sustainable diets through displays and themed days.

## Climate Education and Global Citizenship at Joseph Hood Primary School

*At Joseph Hood Primary School, we believe it is essential that every child understands the challenges of the climate crisis, not only to contribute actively to its mitigation but also to thrive in a changing world as informed, compassionate global citizens.*

*We are committed to providing a knowledge-rich curriculum that weaves sustainability and climate education into everyday learning. Our teachers are supported with resources, training, and time to deliver this content confidently. We also recognise that children learn as much from their environment as they do from lessons, and so we are creating a school site that reflects our values — nurturing, sustainable, and inspiring.*

### Actions to Support Climate Education and Global Citizenship

Our approach will focus on the following key areas:

- **Outdoor Learning and Eco Spaces** – Developing our wildlife areas and outdoor classroom to connect pupils directly with nature and stewardship.
- **Curriculum Development** – Embedding climate change, sustainability, and social responsibility across subjects, with strong links to the UN Sustainable Development Goals (SDGs).
- **Leadership at All Levels** – Empowering pupils through our Eco Champions and Climate Champions programme, while ensuring staff and governors take an active role in shaping our sustainability vision.
- **Training and Professional Development** – Providing climate literacy training for staff, governors, and parents, with opportunities for the wider community where there is demand.

Alongside this academic focus, we will address **mental health and well-being**, recognising that climate change can provoke anxiety in children. Our PSHE curriculum, assemblies, and workshops will provide safe spaces to discuss these feelings and turn them into positive action.

We will also extend learning beyond the classroom — through field trips to eco-friendly sites, partnerships with local green organisations, and engagement with national initiatives such as the National Education Nature Park. By doing so, our pupils will see real-world examples of sustainability in action and understand how local efforts connect to global challenges.

Through these commitments, Joseph Hood Primary aims to ensure that every child leaves our school not only with strong academic foundations but also with the knowledge, skills, and values to become **thoughtful, proactive global citizens** who will help shape a fairer, greener future.

### Delivering and Monitoring Our Climate Action Plan

At Joseph Hood Primary School, our Climate Action Plan will focus on four priority areas:

- **decarbonisation**

- **adaptation and resilience**
- **biodiversity**
- **climate education and global citizenship**

Each area will have clear objectives, with measurable actions set out for each academic year.

Our whole school community — pupils, staff, parents, and local partners — will play an active role in bringing the plan to life. Listening to ideas, encouraging participation, and celebrating contributions will be key to building a shared culture of sustainability. We will build on strong existing relationships with our families and the local authority, while also developing new partnerships with organisations that can support us in achieving our goals.

The delivery of this Climate Action Plan will be overseen by the **Governing Body**, with regular monitoring carried out by the **Sustainability Link Governor**. Day-to-day leadership will be coordinated by the **Sustainability Lead** with specific staff identified to lead on key strands such as biodiversity, travel, curriculum, and waste reduction. Staff will be given the necessary time and resources to plan and deliver actions effectively.

To ensure our plan remains active and relevant:

- **Annual Reviews:** Each year we will evaluate progress against our objectives, set new goals, and celebrate achievements.
- **Termly Monitoring:** The Sustainability Lead will report termly to the Governing Body and the school community to ensure accountability.
- **Full Review Cycle:** The overarching Climate Action Plan will be reviewed and updated every three years, allowing us to adapt to progress, challenges, and evolving needs.

By combining strong governance with meaningful pupil and community engagement, we will ensure that our Climate Action Plan is not just a document, but a living, collaborative effort that steadily moves us towards a more sustainable and resilient future.

## 1. Establishing our Baseline

Action	Steps	Timeline	Resources	Responsibility
<b>Understand our school's carbon footprint</b>	Use Keep Britain Tidy's Count Your Carbon tool. Analyse energy, waste, travel, and procurement emissions.	Autumn 2025	Free online tool; Staff time	Sustainability Lead, AHT
<b>Conduct a whole-school waste audit</b>	Carry out bin audit across classrooms, dining hall, and offices. Analyse data and set reduction targets.	Autumn 2025	Audit resources; Staff support	Eco Champions, Sustainability Lead
<b>Review curriculum for climate content</b>	Audit all subjects to identify sustainability links and opportunities to embed climate education.	Spring 2026	Staff time; Curriculum leaders	Sustainability Lead, Subject Leaders

## 2. Decarbonisation

Action	Steps	Timeline	Resources	Responsibility
<b>Promote a school-wide 'Switch Off' campaign</b>	Launch pupil-led campaign on turning off unused lights and devices. Include in newsletters and assemblies.	Autumn 2025	Campaign packs; Eco Champions time	Eco Champions, Class Teachers
<b>Explore renewable energy options</b>	Investigate feasibility of solar panels with support from 'Solar for Schools'. Apply for grant funding.	By 2027	External advisors; Grant applications	Governors, Business Manager

## 3. Biodiversity

Action	Steps	Timeline	Resources	Responsibility
<b>Join the National Education Nature Park</b>	Register the school. Engage pupils in exploring the site with mapping tools. Track biodiversity improvements.	Autumn 2025	Free online registration	Sustainability Lead, Eco Champions
<b>Create a sensory garden and wildlife zone</b>	Designate an area for planting a living willow dome and tunnel. Plant pollinator-friendly flowers, shrubs, and herbs. Involve pupils in maintenance.	By Summer 2026	Garden tools; Seeds; Shrubs	Site Manager, Eco Champions, Coordinator
<b>Annual tree planting programme</b>	Apply for free saplings via Woodland Trust. Plant with pupil participation. Link to curriculum.	Spring term annually	Woodland Trust saplings; Staff time	Sustainability Lead, Site Manager

## 4. Climate Education and Green Careers

Action	Steps	Timeline	Resources	Responsibility
<b>Embed climate literacy across curriculum</b>	Audit subjects to integrate sustainability themes. English to include environmental texts. Science and Geography to lead. Celebrate 'Earth Day'.	Ongoing, reviewed annually	Curriculum planning time	Sustainability Lead, Subject Leaders
<b>Introduce climate anxiety and wellbeing workshops</b>	Invite external experts to deliver workshops. Provide PSHE sessions on managing eco-anxiety.	2026	External providers; Staff training	RSHE Lead, Mental Health and Wellbeing Lead
<b>Promote green careers</b>	Invite local professionals for talks. Organise 'Green Careers' week.	Annually from 2026	Community volunteers; Careers resources	Sustainability Lead, Careers Coordinator

## 5. Resilience and Adaptation

Action	Steps	Timeline	Resources	Responsibility
<b>Assess climate risks on school site</b>	Conduct review of flood, heat, and storm vulnerabilities. Use local authority mapping tools.	Autumn 2025	Local authority support	Business Manager, Governors
<b>Introduce shading and cooling measures</b>	Plant shade trees. Install sail shades. Relax dress codes in hot weather.	By Summer 2027	Funding for canopies; Tree planting grants	Headteacher, Site Manager
<b>Install rainwater harvesting systems</b>	Install water butts. Train pupils to use collected rainwater for gardens. Install plod prevention planting boxes- DfE scheme	By Spring 2026  2025	Low-cost water butts  SUD planters- DfE scheme	Site Manager, Eco Champions

## 6. Active and Sustainable Travel

Action	Steps	Timeline	Resources	Responsibility
<b>Encourage walking, cycling, scooting</b>	Host <i>Walk to School Weeks</i> . Provide cycle skills training. Improve scooter and bike storage.	Ongoing	Bikeability trainers; Storage facilities	Sustainability Lead, Site Manager
<b>Introduce Car-Free Fridays</b>	Promote walking or cycling one day a week. Track participation.	Spring 2026	School comms; Staff supervision	Eco Champions, Class Teachers
<b>Promote public transport for trips</b>	Prioritise trains and buses over coaches. Review trip risk assessments for carbon impact.	From Autumn 2025	Staff time	Educational Visits Coordinator

## 7. Air Quality

Action	Steps	Timeline	Resources	Responsibility
<b>Establish a Clean Air Zone around school</b>	Encourage parents to switch off engines. Promote park and stride scheme.	Autumn 2025	Parent communications	Heads of School, Parent Champions
<b>Educate pupils on air pollution</b>	Include in curriculum. Invite Champions experts for workshops.	From Spring 2026	Curriculum resources; Champions partners	Science Lead, Sustainability Lead
<b>Monitor classroom ventilation</b>	Install CO2 monitors. Train staff in safe air quality levels indoors.	By Summer 2026	Low-cost monitors	Site Manager, H&S Lead

## 8. Waste, Consumption and Recycling

Action	Steps	Timeline	Resources	Responsibility
<b>Ban single-use plastics</b>	Phase out plastic cutlery and bottles. Provide refillable bottles and fountains.	By Autumn 2026	Reusable bottles; Water fountains	Business Manager, Catering Team, SLT
<b>Establish student 'Climate Champions' within the Eco Champion group.</b>	Pupils monitor bins and encourage recycling. Reward low-waste / eco aware classes.	Spring 2026	Eco Champion time	Eco Champions, Class Teachers
<b>Host uniform and book swaps</b>	Organise seasonal swap shops. Promote through newsletters.	Termly from Spring 2026	Parent volunteers; Community donations	Sustainability Lead, PTFA

## 9. Food

Action	Steps	Timeline	Resources	Responsibility
<b>Introduce Meat-Free Monday</b>	Work with catering provider to offer vegetarian menu. Educate pupils on plant-based diets.	By Summer 2026	Catering staff; Menu planning	Catering Team, Executive Headteacher
<b>Reduce food waste</b>	Compost fruit and veg waste. Run assemblies on food waste. Adjust portion sizes.	Ongoing, reviewed annually	Compost bins; Catering support	Business Manager, Catering Team, Eco Champions, Sustainability Lead
<b>Grow food on site</b>	Use produce in lessons and canteen. Assess and establish a growing area within the school grounds. Encourage Gardening Club.	By 2027	Raised beds; Seeds and tools	Gardening Club Lead, Science Lead

# Climate Action Plan



## Think Globally, Act Locally, Learn Sustainably

At Hatfeild Primary we are preparing children for the future by teaching them to care for the planet. This Climate Action Plan shows how we will cut carbon, protect nature, and give pupils the skills to make a difference.

### ✓ Decarbonisation

Switch to LED lighting, reduce energy use, explore solar power.

### ✓ Biodiversity

Create wildlife zones, plant trees, join the Nature Park.

### ✓ Curriculum and Future Careers

Teach climate across subjects, promote green careers.

### ✓ Resilience

Plant shade trees, collect rainwater, prepare for extreme weather.

### ✓ Travel

Encourage walking, cycling, and Car-Free Fridays.

### ✓ Air Quality

Promote a Clean Air Zone and monitor CO2 indoors.

### ✓ Waste

Ban single-use plastics, recycle more, hold swap shops.

### ✓ Food

Meat-Free Mondays, compost waste, grow food on site.



## Children Leading the Change

Our Eco Warriors leads projects such as energy-saving campaigns, assemblies, and biodiversity work. Pupils will help monitor progress, plant trees, and care for our gardens.

## Our Vision for 2030

By 2030 Hatfeild Primary will be carbon neutral, full of wildlife, and preparing every child to care for our planet.

Year 5 have a focused curriculum in the Spring Term on 'Climate Action' and sustainability.

A selection of supporting texts for all year groups:

