

Sustainability Policy

1 Introduction

- 1.1** Environmental sustainability is regarded as one of the fundamental challenges of our time. The Trust acknowledges that its activities can affect the environment both positively and negatively, at local, national and international levels, and is committed to fulfilling its social and environmental responsibilities. As an educational organisation, the Trust is uniquely positioned to promote environmental awareness and responsible behaviours through both teaching and example. These actions will benefit students, staff, and the wider community, while also strengthening the Trust's reputation.

2 Aims, objectives and responsibilities

- 2.1** This policy outlines the Trusts' commitment to sustainable development and provides a framework to reduce our environmental impact, use resources efficiently, promote social equity, and ensure financial responsibility across all our academies.

It outlines the Trust's response to the DfE strategy and guidance on climate change and sustainability.

<https://www.gov.uk/government/publications/sustainability-and-climate-change-strategy/sustainability-and-climate-change-a-strategy-for-the-education-and-childrens-services-systems>

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

<https://www.gov.uk/government/publications/academy-trust-handbook/academy-trust-handbook-2025-effective-from-1-september-2025>

The Trust will

- Develop, implement and annually review a Trust-wide Sustainability Strategy and Climate Action Plan (CAP).
- Appoint a designated Sustainability Lead at Trust level.
- Embed sustainability within estates, finance, procurement and curriculum planning.
- Work towards national Net Zero targets and reduce carbon emissions over time.

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- Ensure compliance with relevant environmental legislation and regulatory requirements

The Trust will also endeavour to:

- equip staff and students with the knowledge and skills to understand and promote sustainable practices.
- reduce, as far as is reasonably practicable, harmful and undesirable impacts on climate, health, biodiversity and the environment as a whole.
- manage costs and ensure effective use of financial and material resources.
- increase organisational resilience.
- comply with central and local government environmental and climate change policy.

2.2 The Trust Board holds overall responsibility for sustainability and will:

- Provide strategic oversight and assurance
- Review sustainability performance, risks and compliance annually
- Ensure sustainability is integrated within the Trust's risk management and estates strategy.

The Chief Executive Officer (CEO) is accountable for ensuring:

- Promotion and delivery of the Trust sustainability strategy.
- Effective implementation across academies.
- Regular reporting to Trustees.

Academy Principals/Heads will ensure

- Promotion and delivery of their academy sustainability strategy.
- Effective implementation across academies.
- Regular reporting to their Local governing Body.

2.3 The Director of Operations, Compliance Administrator for Health and Safety, Estates and Sustainability and the Estates Coordinator are responsible for overseeing sustainability across the Trust and they will:

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- oversee sustainability delivery across the Trust.
- ensure alignment with estate management and operational priorities
- work with relevant academy staff, Premises/Estates Managers and Principals/Headteachers, to ensure effective focus on, planning for and delivery of sustainability within the academies (see Point 2.4).
- visit each academy regularly and meet with Premises/Estates Managers to progress ongoing tasks and challenges and discuss any issues arising.
- organise surveys/audits of academies and report findings to the Trust Board.
- work with the Chief Financial Officer to ensure the area of sustainability is adequately funded and provided for.
- liaise with relevant staff at each academy to ensure action planning, policies and procedures are effective.
- Provide an annual review of progress with Trust and academy action plans with measurable outcomes and performance measures.

The Compliance Coordinator for Health and Safety, Estates and Sustainability will:

- chair the group of staff responsible for sustainability in the academies of the Trust.

2.4 The Trust and each of its Academies will develop and implement Climate Action Plans aligned to DfE expectations, covering decarbonisation, resilience, biodiversity and education.

These will:

- clearly define specific, measurable steps to achieve sustainability goals.
- engage students and staff in a wide understanding of the impact of our actions on the environment locally, nationally, and internationally.
- promote high standards of care for the academy, the local and wider community.
- encourage behavioural changes, increase participation and communication across all users.
- minimise the adverse impacts of our Trust on the environment.
- develop a responsible use of energy throughout the Trust and its academies, improving energy efficiency and giving preference to renewable energy when possible.

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- use environmentally friendly products and practices wherever possible and avoid the use of environmentally damaging products.
- promote sustainable transport to staff and students for their journeys to and from Trust academies.
- All plans will include specific, measurable targets (KPIs), be reviewed annually and contribute to Trust-wide reporting.

2.5 The Compliance Administrator for Health and Safety, Estates and Sustainability will review the action plans produced by each academy annually to ensure that effective measures are being undertaken to promote and deliver sustainability in the academy.

They will work with the Director of Operations to provide a report to the Trustees tri-annually and an annual review of Trust and academy action plans.

3 Implementation

3.1 Communication

Effective communication across the Trust will be used to:

- develop the capacities of all staff to promote the understanding of the principles of sustainability.
- develop an ethos of sustainability that prioritises the long-term health of the environment.
- encourage students to take their ideas home and share them with their family and friends.

3.2 Transport

Sustainable methods of travel such as public transport, walking cycling, care sharing and availability of charging points will be promoted across the Trust.

3.3 Recycling

Recycling will be actively promoted across the Trust to:

- maintain respect for natural resources by teaching and encouraging the most efficient use of materials and by using renewable, recycled, and recyclable products wherever possible.

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- encourage staff and students to recycle as much waste as possible, in the academy and at home.
- review the overall approach to rubbish disposal with an aim to maintain zero waste to landfill wherever practicable.
- The Trust will comply with current waste management and environmental regulations, including the separation of waste streams where required.

3.4 Procurement

The Trust and its academies will pursue a policy of best practice, local purchasing, and the use of environmentally friendly products, where possible. Procurement decisions will take account of whole-life costs, environmental impact and value for money.

3.5 Premises

- The Trust will support each academy to maintain grounds to a high standard and ensure they are as litter free as possible.
- promote more environmentally friendly usage of the grounds.
- monitor gas, water and electricity and seek to reduce usage.
- use, wherever possible, renewable energy.
- use site surveys and reports to deliver their objectives as part of the Heat Decarbonisation Plan (HDP)
- Assess and mitigate climate-related risks to the estate, including overheating, flooding and extreme weather, to ensure safe, resilient and continuous learning environments.

3.6 Strategy

The Trust is committed to a long-term strategy of

- considering sustainability issues throughout the planning, design, and construction of all capital and other projects.
- considering relevant ISO standards as a basis for sustainable development within the Trust.
- engaging specialist providers to aid the Trust in responding to the need to promote and deliver sustainability. The Trust will utilise their reports and surveys to prioritise short-, medium- and long-term plans for improving sustainability.

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- developing a global dimension within the curriculum and through enrichment activities of its academies.
- Embed sustainability within the Trust's estates strategy, including condition planning, asset lifecycle management and capital investment decisions.

4 Monitoring, Compliance & Reporting

The Trust and its academies will:

- Measure energy consumption, carbon emissions and resource use across the estate.
- Comply with Streamlined Energy and Carbon Reporting (SECR) requirements where applicable.
- Align reporting, where appropriate, with recognised frameworks (e.g. TCFD principles)
- Provide annual reports to Trustees or Local Governing Bodies as appropriate on sustainability performance. Key performance indicators that may be referenced in this reporting are: energy consumption and any cost reductions or initiatives; carbon emission reductions; waste and recycling rates; biodiversity and environmental improvements.

The MAT Executive Group will review the progress of each academy towards their sustainability objectives annually.

The Trust Board will oversee the progress towards sustainability through its annual review of the Trust Sustainability action plan.

The Trust Sustainability policy will be reviewed annually and any significant change presented to the Trust Board for approval.

5 Equality Impact

The Trust's responsibilities towards promoting equality, diversity and inclusion have been considered when drafting this policy.

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