St. Michael's Academy Sustainability Plan 2025/6

Vision: To Become a Carbon Net Negative School.

Pillar	Strategic Headline	Tasks	Actions	Who / When
1 *Adaptation and Resilience*	Preparation for and responses to climate change.	Understand the impact of climate change on the academy estate - increase in temperature.	Using suitable resources assess strengths and weaknesses of current building fabric and condition. Eg: Window opening, window shade / shuttering, other means of ventilation. Survey academy grounds to find increased opportunity to provide shade for outdoor activities – break / lunch / PE etc.	MW / Site Support / 3rd Party Term 3 2025/6
		Understand the impact of climate change on the academy estate - increase in rain fall volume.	Using suitable resources assess strengths and weaknesses of current building fabric and condition. Eg: drainage system capacity from roof to ground and from ground to main drains, to	MW / Site Support / 3rd Party Term 3 2025/6

			reduce risk of internal flooding. Survey academy grounds to establish scale of localised short-term flooding and deterioration of outdoor spaces resulting in reduced use. Eg back field for PE / Lunch, quad due to water logging.	
		Understand the impact of climate change on the academy estate - increase in wind speeds.	Using suitable resources assess strengths and weaknesses of current building fabric and condition. Eg: resilience of roof areas and doors to prevent H&S issues and ensure school capacity maintained.	MW / Site Support / 3rd Party Term 3 2025/6
		Funding	Explore all internal and external funding opportunities to pay for survey and any suggested remedial work.	MW / Finance Team Term 3 2025/6

		Engagement	Use communication strategy (Pillar 5) to ensure all stake holders aware of plan and progress	MW - Ongoing
2 <u>*Biodiversity and Nature*</u>	Protect and enhance nature in the academy and its surroundings.	Understand the diversity of nature in the *academy* grounds – plants.	With students conduct surveys using appropriate apps to classify and count species	MW / Eco Club / students / staff. Term 2 2025/6
		Understand the diversity of nature in the *academy* grounds – birds.	With students conduct surveys using appropriate apps to classify and count species	MW / Eco Club / students / staff. Term 2 2025/6
		Understand the diversity of nature in the *academy* grounds – insects / animals.	With students conduct surveys using appropriate apps to classify and count species	MW / Eco Club / students / staff. Term 2 2025/6
		Understand the diversity of nature in surrounding *farmland* – plants.	With students conduct surveys using appropriate apps to classify and count species	MW / Eco Club / students / staff. Term 2 2025/6
		Understand the diversity of nature in surrounding *farmland* – birds	With students conduct surveys using appropriate apps to classify and count species	MW / Eco Club / students / staff. Term 2 2025/6

		Understand the diversity of nature in surrounding *farmland* – insects / animals.	With students conduct surveys using appropriate apps to classify and count species	MW / Eco Club / students / staff. Term 2 2025/6
		Understand the diversity of nature in the local *built environment* – plants.	With students conduct surveys using appropriate apps to classify and count species	MW / Eco Club / students / staff. Term 2 2025/6
		Understand the diversity of nature in the local *built environment* – birds	With students conduct surveys using appropriate apps to classify and count species	MW / Eco Club / students / staff. Term 2 2025/6
		Understand the diversity of nature in the local *built environment* – insects / animals	With students conduct surveys using appropriate apps to classify and count species	MW / Eco Club / students / staff. Term 2 2025/6
		Create opportunities to enhance species diversity in the academy grounds.	Bug houses / planting / bird feeders etc	MW / Eco Club / students / staff. Term 2 2025/6
		Create opportunities to enhance species diversity in local built environment.	Engage school in local Biodiversity volunteering activities – community gardens / species protection etc.	MW / Eco Club / students / staff. Term 2 2025/6

		Engagement	Use communication strategy (Pillar 5) to ensure all stake holders aware of plan and progress.	MW – Ongoing Term 2 2025/6
3 *Climate Education and Green Skills*	Support learners to understand climate change, sustainability and develop skills.	Creation of "St. Michael's Sustainability Commendation" Achieved by student with evidence of engagement with three areas: 1. Curriculum based knowledge.	Work with all HODs / Curriculum leads to understand which areas of existing curriculum are directly relatable to Sustainability and Climate Change. Create checklist, by subject of key areas for Sustainability.	Created and in place by Term 1 2026/27.

			Pupil to provide own "portfolio" of evidence of satisfactory work from this checklist to achieve this criterion.	
		2. Pillar based knowledge and experience	Pupil to provide evidence of gaining experience in 1 of the 5 pillars of the Sustainability Plan <u>other than</u> "Community Activity – Engagement in the built Environment"	
		3. Community based experience	Pupil to show evidence of gaining experience in Pilar 2 "Community Activity – Engagement in the built Environment"	
		Engagement	Use communication strategy (Pillar 5) to ensure all stake holders aware of plan and progress.	MW - Ongoing
4 <u>*Decarbonisation and Net Zero*</u>	Measure and reduce greenhouse gas emissions.	Conduct a Scope 1 baseline carbon emissions assessment.	Survey and collate information on usage rates of gas, electricity or other fossil fuels (oil) and travel to work profiles for the academy. Using appropriate online tools	MW Term 2 2025/6

			convert this data to baseline emissions. Establish current Carbon absorption profile of the academy's green space using appropriate online tools including GIS to illustrate mitigation of emissions at Scope 1.	
			Quick wins: Heating controls check functionality and access.	MW Term 2 2025/6
			Quick Wins: Lighting controls PIR where possible.	MW Term 2 2025/6
			Quick Wins: Waste Stream Controls: increase knowledge of carbon cost of waste, to identify key areas – eg: paper usage.	MW Term 2 2025/6
			Quick Wins: Meat Free Mondays Menu.	MW Term 2 2025/6

			Strategic tree planting to off set unmitigated carbon emission to bring assessment to below Net Zero, to commence when adaptations established from base line activity completed.	MW Term 3 2025/6
		Engagement	Use communication strategy to ensure all stake holders aware of plan and progress.	MW - Ongoing
		Funding	Identify funding opportunities for baseline activity. Eg: heating system mods / PIRs/ insulation etc.	MW Ongoing
			Secure approved cost centre with sufficient budget for 2026/7.	MW / Finance team
5 *Communication and Engagement*	Ensure all stakeholders are aware of, can engage with and positively input into the Sustainability Plan.	To ensure the Trust / Governors are aware of progress and direction of the plan including any deviation from the plan.	Half term updates via presentation / meeting.	MW
		To ensure academy-based staff are aware of the plan, its progress and have real opportunity to become	Half Term updates to staff via SLT meeting and staff briefings.	MW

		involved in activities in the plan.		
		To ensure students are aware of the plan, its progress and have real opportunity to become involved in activities in the plan.	Half Term updates via assemblies / newsletters / posters / academy's social media channels.	MW
		To ensure parents / carers are aware of the plan, its progress and have real opportunity to become involved in activities in the plan.	Updates via newsletters / posters / academy's social media channels, open evenings / parents' evenings.	MW
	Sustainability Team to drive activity on the Sustainability Plan	Create an engaged and positively motivated Sustainability Team.	Invite members of staff and students to become part of the Sustainability Team. Create the vision for them of what can be done, allow co authorship development of this plan to encourage ownership.	MW Term 2 2025/6