

Sustainability and Climate Change Action Plan

Subject:	Sustainability and Climate Change	SLT Lead:	Mr J Franks
<p>Intent:</p> <p>At Normandy Village School, we are committed to playing our part in responding to the urgent challenge of climate change and promoting environmental sustainability throughout our whole school community. Our Climate Action Plan has been developed in line with the Department for Education’s <i>Sustainability Leadership and Climate Action Plans in Education</i> guidance, recognising the critical role education settings have in reducing environmental impact, building resilience, and equipping learners with the knowledge, skills, and values needed for a sustainable future.</p> <p>This Plan will:</p> <ul style="list-style-type: none"> • Provide strategic direction for continual improvement of our environmental performance, embedding sustainability into leadership, decision-making, operational practice and curriculum development. • Set out clear, measurable actions that support reductions in greenhouse gas emissions, improve resource efficiency, enhance biodiversity, and strengthen resilience to the impacts of climate change. • Foster a whole-school culture of sustainability, engaging pupils, staff, governors, families and partners so that everyone is empowered to contribute positively to our shared environmental goals. • Support climate education and green skills, ensuring learners are equipped with the understanding and capability to live and work sustainably now and in the future. • Embed ongoing leadership and accountability, with a nominated sustainability lead working collaboratively with our school community to monitor progress, review outcomes, and report on achievements. <p>Through this Plan, Normandy Village School aims to be proactive, resilient and inspirational in its approach to climate action, making a meaningful contribution to our local community and to the global challenge of protecting our planet for future generations</p> <p>In our pupils’ future ‘green jobs’ will not be niche; it is anticipated that sustainability and climate change will be important in every career. It is our aim to increase opportunities for all pupils to spend time in nature and learn more about it and become actively involved in the improvement of their local environment. It is imperative that our pupils see climate adaptation and decarbonisation activity in our school building as this can provide powerful learning opportunities as they will be able to participate in the implementation of climate adaptation measures, learn in buildings designed for net zero and find out more about the impact of energy and water use.</p>			

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Through our work on sustainability and climate change we will be preparing our pupils adequately to become effective citizens in an ever-changing world. The following action plan has been created with the support from the Sustainability Support in Education website and using DfE guidance.

[Sustainability leadership and climate action plans in education - GOV.UK](https://www.gov.uk/guidance/sustainability-leadership-and-climate-action-plans-in-education)

	Target (intent)	Actions / Tasks (implementation)	Responsibility (by whom?)	Timescale (by when?)	Integrated Curriculum Financial Planning (cost/resources)	Success Indicators(KPIS)- Intended Evidence of impact	Monitoring and evaluation of actions and impact (RAG)		
							Autumn	Spring	Summer
	To agree the roles and responsibilities we'll need to make progress in sustainability.	To create a culture where all stakeholders take responsibility for climate sustainability.	Climate & Sustainability Lead	25/26 through to 26/27 academic year	No financial implication in identifying adults responsible.	By the end of the 25/26 academic year, the staff have been trained and aware of the new initiative and			

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Sustainability Fundamentals						people responsible.			
	To determine the current land restrictions at Normandy Village School including surrounding areas.	To ensure we are utilising the whole green space in school for educational purposes for now and the future.	Climate & Sustainability Lead Headteacher Surrey CC	By the end of the 25/26 academic year	No financial implications in fact finding.	By the end of the 25/26 academic year the school is clear on boundaries and available land to use.			
	To undertake Flood risk assessment to inform required works to ensure outside space is fit for use for educational and recreational purposes.	To identify and solve current flooding issues.	Climate & Sustainability Lead Headteacher Surrey CC	By the end of the 25/26 academic year	£1500 for investigative and repair works.	The outside green space will be fit for use for Outdoor Learning curriculum.			

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Biodiversity	To understand the variety of species that live in and around our school and how our school grounds can be developed to support their habitats.	To develop Eco Councils responsibility in researching and identify species native to our school grounds and local area. To then develop our understanding of how our school environment and how school life impacts these species.	Climate & Sustainability Lead Eco Council Lead	2 Year-project starting Spring Term 2026 running through to the Spring Term 2028.	Budget of £500 to facilitate development of grounds and seek professional support in identification.	Eco Council can report on the species at Normandy Village School and lead of developing areas to protect these species.			
	To increase awareness of biodiversity and how it helps motivate sustainable behaviour.	To provide CPD to staff and estates team to ensure they are able to support in enhancing local biodiversity.	Climate & Sustainability Lead Eco Council Lead	By the end of Autumn Term 2026, in line with above timescales and development.	School level CPD to be costed against staffing budget.	Estates Staff are confident (as evidenced in staff voice) in identifying and supporting different species habitats.			

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Education and Skills	To understand how aware our pupils are about sustainability and what we are already covering in teaching and learning.	To implement a pupil questionnaire to understand pupil levels of current understanding in a green economy, the climate and how we can be a part of it.	Climate & Sustainability Lead	By Spring 2027	No cost implication	Climate and Sustainability Lead will have clear data to draw an accurate action plan.			
	To use our outdoor space to promote climate and sustainability awareness and increase wellbeing.	To implement an Outdoor Learning curriculum to utilise our outside space and promote education and wellbeing.	Climate & Sustainability Lead Eco Council Lead	In time for Autumn 2026.	£1000 for curriculum resourcing.	Pupil voice evidence increased knowledge and understanding of the outdoor environment.			
	Pupils are made aware of likely future career opportunities which exist in green economy.	Increase opportunities through school assemblies, Bright Futures and Trips for children to develop an understanding of climate/ green careers.	Climate & Sustainability Lead Class Teachers	2026/2027 academic year	No cost associated with assemblies and volunteers. Trip cost to be passed onto parents and	Each year group will have at least one climate themed assembly, workshop or trip per year.			

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					Subject area budgets.				
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Climate Adaptation	To build knowledge of climate risks and the impact these can have in our settings and how to prepare for an emergency.	To undergo extreme weather risk assessments and develop high level understanding how these risks could impact school life.	Estates Team Climate & Sustainability Lead	Summer Term 2027	No cost associated in fact finding and risk assessing.	By the end of the 2026 academic year our understanding of the risk posed by extreme weather is greater and clear policy and action plans in place.			
	To understand our energy use and opportunities for improving efficiency.	To develop awareness and understanding of current energy deficiencies and how these can be mitigated through	Trust Estates Team Climate & Sustainability Lead	Summer Term 2027	CSI quotes to be added.	Energy cost decreases			

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		Electricity and Heating Surveys.							
	To create links with other local settings to prepare for extreme climate events.	To identify through above risk assessments who we need to build links with in case of extreme weather situations.	Climate & Sustainability Lead	Summer Term 2027	No cost	Outcomes fed into School Emergency Plan.			

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	To begin to reduce our energy use and look for more sustainable ways to get energy supplied.	Once we have identified and ensured we are using our current Energy efficiently, we will then look to see how	Climate & Sustainability Lead	Autumn 2027	To be added once scale of work is identified. This could be through	Energy costs reduce further due to less use rather than more efficient use.			

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Decarbonisation		this can be reduced further.			grants for Solar Panels.				
	To calculate our carbon footprint and track progress.	To carry out a Carbon Footprint Survey	Climate & Sustainability Lead	Summer 2027	Quotes	Develop ideas on how we can offset our Carbon Footprint.			
	To begin to improve waste management.	To identify how we can reduce waste and manage how we manage the waste we have. Working closely with our catering and estates team.	Climate & Sustainability Lead Eco Council Lead	Summer 2027	No cost involved in fact finding.	Our waste levels reduce and we ensure our waste is managed effectively and environmentally.			