



Pickwick Academy Trust Environmental Strategy

Pickwick Academy Trust Vision –

To work together to provide the best schools and outcomes for our children.

Summary

Pickwick Academy Trust recognises its responsibility to work alongside every organisation and household to reduce the devastating effects of climate change across the world and to support the Government, as part of its Sustainability and Climate Change Strategy for Education. We also acknowledge the need to support our pupils in understanding how their future will be affected and ensure that they have the skills and knowledge to make the best decisions as they grow.

Doing nothing is not an option.

This Environmental Strategy has been devised by the trust Environmental Working Party which comprises members from the following groups across the Academy Trust:

Trustees

Local Governance Committees

Executive Team

Central Business Team

School Leadership Teams

School Teams

Members of the working party are committed to:

- Developing the knowledge of our pupils through education and participation to ensure that they equipped for the future
- The reduction of carbon emissions across all schools
- Assisting the trust and its schools to develop a clear action plan for carbon reduction and the education of climate change
- Understanding the educational, environmental and cost impact of any proposals prior to commitment
- Supporting our local communities by sharing information and welcoming their participation
- Attending forums and participating in networking events to enable best practice
- Thinking outside the box to drive change

Vision for Sustainability and Climate Change

Pickwick Academy Trust is committed to sustainable growth, to provide the best outcomes for the communities we serve now and in the future by aligning and resourcing central services and succession planning to ensure investment remains in quality teaching, learning and leadership.



As part of the five-year strategic plan, Pickwick Academy Trust have clearly set out our Vision for Sustainability and Climate Change:

‘To be a carbon neutral organisation by proactively promoting and operating eco-friendly practices which protect and sustain the environment.’

This will be achieved through the following main areas:

1. **Education** – making sustainable every day practice a key part of the culture at each school. Ensuring pupils are aware of the impact of climate change and using the power of Pupil Voice to develop and support strategies for sustainable practices both in school and in the local community.
2. **School Estate** – analysing and reducing energy and water usage, and carbon emissions across school sites. Future proofing buildings to continue to provide an excellent learning environment.
3. **Operations** – reviewing contracts, policies and work practices to ensure we are efficient in our use of valuable resources.

Scope

This strategy applies to each school within Pickwick Academy Trust and is supported by the Members, Trustees and Executive team of the Trust alongside members of the Local Governance Committees at each school.



Area 1 – Education

Lead – South Hub Executive Lead

Empowering our pupils, families and communities through curriculum learning and experience is vital to the success of our strategy and to their existence in the future.

Environmental education helps to foster caring, responsible attitudes and inspires young people to take action in order to live more sustainably. We aim to educate, inspire and support our children to:

- know more about the natural world and the threats to it
- understand the causes and effects of the climate crisis and biodiversity crisis
- understand the ways in which we can tackle the climate crisis and live more sustainably
- know how we can make changes in order to cope with the effects of climate change
- care deeply about the natural world, plants, animals and people
- make changes in order to live more sustainably
- spread environmental messages further and help others to change

Pickwick Academy Trust, as part of the work of the Environment working party, will support schools to harness the wealth of interest, support and ideas from pupils and deliver in the following areas:

Short Term (Year 1 – 2023/2024)

Training and Leadership

- Appointment of a trust environmental education lead to undertake Carbon Literacy training.
- Creation of cluster groups to share good practice across schools and hubs.
- Appointment of a sustainability lead for each school.
- Development of training on the climate crisis that is suitable to each staff role across the trust.
- Creation of a sustainability education action plan for each school.
- Development of awareness of Eco-anxiety as a recognised condition across all ages in relation to the climate crisis alongside the strategies to support it.

Curriculum

- Completion of a curriculum audit to identify where children are already taught about sustainability and where links could be developed further.
- Integration of sustainability into teaching, through modelling sustainable practices and promoting sustainable development principles in relation to each subject specialism.

Consumption

- Identification of opportunities to reduce consumption and waste at each school.
- Provision of support to external organisations in respect of the reduction of consumption and waste through consideration of each identified transaction.

Community Engagement

- Completion of an audit of current provision and identification of further opportunities to spread sustainability messages through the local community.



- Development of long-terms links with local eco groups.

School Events

- Provision of information and support to PTA and Friends associations to ensure events are in line with the model of a circular economy (avoiding plastic and overconsumption, ensuring recycling, composting, re-using).

Food

- Understanding the current opportunities in each school for children to cook and identification of ways to increase sustainable practices.

Utility Use

- Identification of methods of energy and water reduction used by pupils across schools
- Identification of ways to increase pupil involvement in monitoring, analysis and reporting of energy and water use.

Transport

- Promotion of active travel

Pupil Voice

- Appointment of an Eco Council at each school, as part of school council or as a standalone group.
- Identification of ways for members to increase engagement of all pupils.

Access to Nature

- Identification and expansion of the current opportunities for all children and young people to:
 - o Learn more about nature by spending time amongst it
 - o Become more actively involved in the improvement of their local environment.

Medium Term (Year 2 – 2024/2025)

Training and Leadership

- Regular attendance at climate crisis training for all staff – every 2/3 years.
- Carbon Literacy training completed by all Sustainability leads.

Curriculum

- Development of curriculum to maximise children's understanding of how organisations can change to help the climate and biodiversity.
- Review of provision per subject and across the year.

Consumption

- Practices identified in year one to reduce consumption undertaken as part of normal school activity.
- Extension of work with external organisations to reduce waste and plastic.

Community Engagement

- Provision or advertisement of events that support consumption reduction - pre-loved uniform and clothing swap events, recycled items, sustainable cleaning products.
- Continued development and evaluation of links to Eco groups

Food

- Provision of vegetarian dishes only as part of school cookery lessons.

Travel

- Review school travel plan.



Pupil Voice

- Eco Council at each school research and recommend sustainability initiatives, insuring implementation.
- Increase in the number of opportunities for pupils to influence those outside the school to make sustainable choices.

Longer Term (Year 3 – 2025/2026 onwards)

Training and Leadership

- Annual review of action plan
- Evaluation and development of practices across all areas.

Food

- Provision of plant-based dishes only as part of school cookery lessons.



Area 2 – School Estates

Lead – Head of Facilities and Facilities Manager, Corsham

The trust has already procured the services of a consultant to conduct a decarbonisation survey at each site. Following the results of these surveys, each Local Governance Committee has analysed the information and considered the steps required for its school.

Pickwick Academy Trust, as part of the work of the Environment working party, will support schools to deliver in the following areas:

Short Term (Year 1 - 2023/2024)

- Continued analysis and comparison of energy and gas consumption data across all sites and identification and prioritisation of measures to reduce costs and consumption
- Provision of updated procedures to schools to ensure that all 'easy wins' are quickly implemented, for example:
 - Boiler controls reconfiguration
 - Switch off of hot water over the school holidays for those sites with maintenance staff
 - Installation of Half Hourly meters
- Regular monitoring of water consumption undertaken to avoid waste and additional costs.
- Development of an energy action plan to proactively reduce energy and carbon emissions attributed to the Trust estate. This will include a clear split between those to be completed at trust level (large projects and those requiring research - solar panels, insulation and heat pumps) and school level (smaller projects – replacement windows, smart meter installation). This will feed into the trust overarching plan to ensure the trust is aware of all work at schools across the trust.
- Installation of Solar Panels on all viable trust buildings.
- Commission of Standalone designs for the replacement of boilers at the end of their useful life, should Salix bid be successful.
- Obtain further information regarding local council sustainability groups and join where possible.

Medium Term (Year 2 – 2024/2025)

- Research completed and applications made for funding streams to support work
- Use of renewable and sustainable energy increased.
- Reductions achieved in the use of fossil fuel have been shared with all stakeholders
- Analysis of water usage completed and methods devised and installed to reduce consumption.
- All building projects include an environmental impact assessment and sustainable practice as part of the validation and assessment criteria. Consider the addition of a dashboard to monitor progress.



Longer Term (Year 3 – 2025/2026 onwards)

- Assessment of all school estates to provide vulnerability status in terms of climate change i.e. temperature, flooding, wind.
- Adaptation of existing buildings according to priority areas highlighted by assessment
- Access to outdoor areas prioritised in any appropriate re-development work.
- Analysis of air pollution in classrooms and kitchens completed.



Target Area 3 – Operations and Procurement

Lead - Business Director

We recognise that every area of school operation can have an environmental impact.

Pickwick Academy Trust, as part of the work of the Environment working party, will support schools to deliver in the following areas:

Short Term (Year 1 – 2023/2024)

- Meetings held with caterers to discuss the inclusion of more sustainable practices when devising a menu – Meat Free Days, waste and plastic reduction.
- A review of cleaning products undertaken at all schools.
- Sustainable practices and Eco-friendly products are included as an essential requirement of contract procurement for Catering and Cleaning.
- Evaluation is required where relevant for a purchase or extend use prior to procurement – finance order forms changed to reflect this.
- Review of Driving policy to include car sharing opportunities when attending trust wide meetings to reduce carbon emissions and cost.

Medium Term (Year 2 – 2024/2025)

- An action plan has been developed to proactively reduce carbon emission across the trust and reductions shared with all stakeholders. This will be clearly split into target areas for schools and the trust central team and will feed into the trust overarching plan to ensure the trust is aware of all work at schools across the trust.
- Waste production across all schools has been reviewed to ensure that the highest percentage of waste possible is reduced, recycled, composted or in terms of educational equipment, shared with other schools. (educational link) – new waste contract procured.
- Continued work with caterers regarding menu's, ingredients and procurement
- A trust Procurement policy has been devised to ensure that the sustainable practices of suppliers and their plan to achieve net zero is included as part of the validation and assessment criteria for as many supplies and services as possible.
- Implementation of a minimum order level to reduce deliveries and promote local purchasing
- Review of School Sustainable travel plans completed, including an assessment of the requirement for the installation of EV chargers at school sites and the promotion of anti-idling zones.
- Removal of all single use plastics from all school catering
- Work towards a target for general plastic reduction by considering it's use in all areas across the trust.

Longer Term (Years 3 – 2025/2026 onwards)

- The trust Investment policy has been reviewed to include the opportunity to investigate an ethical approach to banking



- Work towards a goal of a reduction in paper usage by 25 %
- Introduction of Whole School approach to develop a health food culture in schools as part of the Government Food Strategy
- Beef and Lamb no longer on the menu in all schools. All schools supported to promote more meat free options.