



School climate action plan

1. Introduction

At Heymann Primary & Nursery School, we are committed to providing a safe, healthy and sustainable environment for all our pupils. As climate change continues to shape the world our children are growing up in, it is essential that schools play an active role in reducing their environmental impact and preparing young people for the future.

The Department for Education (DfE) has set out clear expectations for all schools to develop a Climate Action Plan as part of its national sustainability and climate change strategy. This includes understanding our environmental impact, reducing carbon emissions, improving biodiversity, adapting to the effects of climate change, and strengthening climate education across the curriculum.

Our Climate Action Plan outlines how we will meet these expectations in ways that are ambitious, practical and achievable for our school community. It brings together the steps we are taking to reduce energy use, limit waste, enhance our outdoor spaces and support sustainable travel, while also helping pupils build the knowledge and skills they need to thrive in a changing world. We want parents and carers to feel confident that we are acting responsibly, thoughtfully and proactively. Together, we can help ensure that the Heymann community takes meaningful action now, while inspiring our children to become positive, active citizens for the future.

Our sustainability lead is Anna Bielecka, who works along with our senior leadership team and Luke Roper, our Site Manager, pupils groups such as the Green Group, School Council and Site Squad to put the below plan in action.

2. Sustainability Leadership Structure

To meet the Department for Education's expectation that every school has a clear sustainability leadership structure, Heymann Primary & Nursery School has established the following framework:

Sustainability Leadership Structure at Heymann

- **Sustainability Lead:** *Anna Bielecka* will serve as the school's named Sustainability Lead. She will coordinate the development, delivery and monitoring of the Climate Action Plan and act as a key contact for staff, pupils and external partners.
- **Senior Leadership Oversight:** The Senior Leadership Team will support and oversee the strategic direction of the plan, ensuring that climate action remains a school priority.
- **Operational Team:** Led by *Luke Roper*, this team will carry out practical implementation related to buildings, energy, and site management.
- **Pupil Leadership:** The Green Group, School Council and Site Squad will represent pupil voice and help drive climate initiatives across the school.
- **Wider Community Engagement:** Parents and carers will be invited to contribute to specific projects and campaigns, particularly those relating to sustainable travel and waste reduction.

This structure ensures that sustainability is led at a senior level while meaningfully involving staff, pupils, and the wider community.

3. Sustainability Lead Statement

In line with DfE guidance, Heymann Primary & Nursery School formally appoints **Anna Bielecka** as the school's **Sustainability Lead**.

The Sustainability Lead will:

- coordinate the Climate Action Plan and ensure progress across all key areas;
- support staff and pupils to take part in sustainability projects;
- liaise with the Senior Leadership Team and governing body;
- maintain awareness of national and local sustainability guidance;
- oversee data collection, monitoring and reporting on climate-related actions.

The Sustainability Lead role ensures a clear point of accountability and leadership, enabling the school to take a consistent and proactive approach to sustainability.

4. Monitoring, Review and Reporting Cycle

To ensure that the Climate Action Plan remains effective, relevant and aligned with DfE expectations, Heymann Primary & Nursery School will adopt the following monitoring and review cycle:

5. Monitoring

- Progress against each action will be monitored termly by the Sustainability Lead, supported by the operational and curriculum teams.
- Carbon, waste and energy data will be reviewed regularly to help track the school's environmental impact and identify areas for improvement.

6. Review

- The full Climate Action Plan will be formally reviewed **annually**, with updates documented to reflect completed actions, new priorities, and changes to DfE guidance.
- Pupil groups, including the Green Group and School Council, will contribute feedback as part of this review.

7. Reporting

- An annual summary of progress will be shared with the governing body.
- Key updates and successes will be communicated to parents and carers through newsletters, assemblies and the school website to maintain transparency and celebrate achievements.

This review cycle ensures that the plan remains a living document and that climate action continues to develop over time.

Climate action plan 2025-2026

Establishing your baseline				
Action	Steps	Timeline	Resources	Notes/ Impact
Understand your school's carbon footprint by identifying where your emissions come from.	<ul style="list-style-type: none"> Use an online tool such as Keep Britain Tidy's to get a breakdown of carbon emissions. 	Summer 2026	Staff: AS Cost: Free if using resources provided	
Understand School's energy requirement	<ul style="list-style-type: none"> Upgrade gas and water meters Purchase smart meter to track usage. 	Spring 2026	Staff: LR Cost: TBD	KS2 – Gas smart meter being upgraded Jan 2026 KS1 – New water meter was installed August 2025
Understand your school's waste by conducting a bin audit.	<ul style="list-style-type: none"> Conduct bin audit. Review findings and propose recommendations to reduce or recycle waste. 	Spring 2026	Staff: Green Group/ AB Cost: Free	
Understand your school's energy efficiency by conducting a review of energy use.	<ul style="list-style-type: none"> Review the Recommendation Report from your Display Energy Certificate [DEC] to understand the schools' energy efficiency. 	Spring 2026	Staff: LR Cost: Free – done in house	
Understand your curriculum by reviewing for climate change content.	<ul style="list-style-type: none"> Review curriculum to understand where climate change/ careers features/ could feature. 	Autumn 2025	Staff: AB Cost: Free	

Decarbonisation

Our Vision- How can our education setting reduce emissions and support students to be part of the transition to net zero?

- The UK is committed to reaching net zero by 2050. School is aiming to reduce carbon emissions- this is needed to avoid global temperatures rising beyond 1.5°C (global temperatures have risen by 1.1°C currently).
- Assess schools current carbon emissions. We will collect data and calculate Heymann's carbon footprint, so we have a carbon baseline.
- We will take actions to reduce carbon emissions and become more energy efficient. We will decide what to prioritise - what actions will have the greatest reduction in our carbon footprint?
- Set targets (short term, medium term and long term) to reduce carbon emissions.
- We will monitor our carbon emissions and track the improvements.

Action	Steps	Timeline	Resources	Notes/ Impact
Reduce carbon emissions in our buildings by changing the light bulbs to LED bulbs in each school building.	<ul style="list-style-type: none"> ● 1. Undertake audit of the current situation and develop options to replace lightbulbs ● 2. Purchase LED lights and replace existing lightbulbs 	Autumn 2024-ongoing	Staff involved: LR Cost: £££	Lights replaced when bulbs go on rolling basis
Planning: assess buildings for draughts and leaks to reduce heating demand.	<ul style="list-style-type: none"> ● Assess building for areas of heat loss. ● Make small changes to help prevent heat loss e.g. draft excluders. ● Use energy saving trust for more tips. 	Spring 2026	Staff: LR Cost: £	Draft excluders fitted at KS1 spring 2026 . New lagging installed on replacement pipeworks
Planning: assess how well you are using your existing heat system/s.	<ul style="list-style-type: none"> ● Check that your building/s management and heating systems are running efficiently and correctly. ● Explore options for training if needed. 	Autumn 25 ongoing	Staff: LR Cost: Free/£	<ul style="list-style-type: none"> ● Heating settings checked and set weekly depending on projected weather forecast ● All heating systems serviced, set and on timers and thermostatic controlled units ● Radiators balanced. ● Majority of internal doors have soft door closers installed to assist in heat retention.
Reduce carbon emissions in our buildings by installing reflector panels behind radiators.	<ul style="list-style-type: none"> ● Locate external wall radiators. ● Install reflector panels behind. 		Staff: LR Cost: Low	
Reduce carbon emissions in our buildings by installing motion sensors so lights switch off automatically when not in use.	<ul style="list-style-type: none"> ● Research most appropriate motion sensors for areas of your school (classrooms/ corridors). ● Hire contractors to install the motion sensors. ● Set lag times for sensors – 15 minutes for classrooms, 5 minutes or less for corridors or toilets. ● Train staff to use and maintain the sensors. 		Staff: LR Cost: Low	Majority of areas have psr/pir sensors installed.
Reduce carbon emissions in our buildings by changing the light bulbs to LED bulbs in each school building.	<ul style="list-style-type: none"> ● Undertake audit of the current situation and develop options to replace lightbulbs. ● Purchase LED lights and replace existing lightbulbs. ● 3. Train staff to use the new lights and replace when necessary. 	Autumn 25 ongoing	Staff: LR Cost: Low	Lights replaced with LED panels when they require replacement
Reduce carbon emissions in our buildings by teaching lessons outside.	<ul style="list-style-type: none"> ● Plan a lesson outdoors. ● Make the most of your outdoor environments and bring students outside for lessons. ● Plan a no-electricity sessions 	Summer 2026	Staff: Green Group Cost: Free	
Change behaviours in our communities by running a 'Switch-off' campaign.	<ul style="list-style-type: none"> ● Encourage students and staff to turn off lights and monitors. 	Autumn 2025 ongoing	Staff: Green Group Cost: Free	

	<ul style="list-style-type: none"> • Provide information to parents/carers in your newsletters. • Signs on doors and above switches 			
Promote decarbonisation with staff and pupils	<ul style="list-style-type: none"> • Produce poster on school's actions to help decarbonisation (eg. Lights, scrap paper, switching off boards.) 	Spring 2026	Staff: Green Group Cost: Free	

Biodiversity

Our Vision- How can we enhance biodiversity, improve air quality and increase access to, and connection with nature?

- We will map and monitor the biodiversity across the Heymann site.
- We will increase biodiversity and habitats on the Heymann school site.
- We will make more frequent use of our outdoor areas.

Action	Steps	Timeline	Resource	Notes/ Impact
<p>Increase our school's knowledge of biodiversity by starting a gardening club.</p> <p>Increase biodiversity on school property by growing food at your school.</p>	<ul style="list-style-type: none"> • Locate an area to garden. • Advertise amongst pupils. • Choose gardening group to tend to garden • Grow plants and get students involved in maintenance/ harvest. • Distribute food Garden sale • Compost • Chickens 	2024-ongoing	<p>Staff: Green Group</p> <p>Cost: Free / low</p>	Produce sales feed into new equipment and seeds
Increase biodiversity on school property by tree planting.	<ul style="list-style-type: none"> • Select an area of school ground suitable for tree planting. • Research and select suitable trees for the area. • Plant more trees on school grounds. • Educate staff and students on their maintenance. 		<p>Staff: Green Group/ LR senior leadership team,</p> <p>Cost Low</p>	
Increase biodiversity on school property by rewilding areas of school's grounds.	<ul style="list-style-type: none"> • Select an area of school ground suitable for rewilding. • Decide what type of rewilding (wildflower insect hotes , bird boxes, hedgehog hotels etc.). • Buy native plants, stop using chemicals/ pesticides. • Let the area grow. • Educate staff and students on their maintenance. 	2024- ongoing	<p>Staff: Green Group/ LR?</p> <p>Cost: Varied depending on complexity of project</p>	<ul style="list-style-type: none"> • Number of areas allowed to overgrow for wildlife. • Grass re-seeding schedule being arranged. • Regular tree health checks completed. • New hedgerow saplings on order to improve ks1 wildlife area Jan 26

Climate education and green careers

Our Vision - How can we prepare students for a world impacted by climate change through education and practice?

- We will embed climate change into our curriculum, initially focusing on science, geography, D&T and PSHE.
- We will offer CPD to staff so they feel confident teaching and talking about climate change.

Action	Steps	Timeline	Resources	Notes/ Impact
Share with staff and pupils what climate change action we are taking by promoting successes and achievements.	<ul style="list-style-type: none"> • Communicate through assemblies, newsletters. • Get students involved e.g. with planting or maintaining. 	termly	Staff: Green Group Cost: Free	
Increase schools' knowledge of climate change by running a student led climate project.	<ul style="list-style-type: none"> • Teach through environment sessions • Hold annual 'What's Under Your Feet Project ' • Work with students in Green Group and School council to develop project proposals and plans using available resources. • Recognise and celebrate students' achievements. 	Termly	Staff: AB/ LR Pupils: Green Group Cost: Free/ low/ grants available	
Embed sustainability and climate education in the wider curriculum by incorporating it in more lessons.	<ul style="list-style-type: none"> • Research new resources with information on how to embed. • Continue to embed into environment and Geography sessions • Review impact. 		Staff: AB Cost: Free	We teach about Climate Change and Global Citizen issues in Environment Sessions. Curriculum mapped out to cover climate change in geography and environment sessions.
Embed sustainability and climate education in the wider curriculum by inviting external speakers to come into school.	<ul style="list-style-type: none"> • Arrange for external speakers to come into school to run workshops/ talks. • Contact Wildlife trust to speak in assembly 	Spring 2026	Staff: Cost: Free- several projects offer opportunities	
Embed sustainability and climate education in the wider curriculum by teaching climate change beyond limitations of a classroom.	<ul style="list-style-type: none"> • Use resources to find ways to learn outside the classroom. • Castleton/ Dukes Barn residential 		Staff: Cost: Free	

Resilience and Adaptation

Our Vision - How can we adapt our buildings and systems to prepare for the effects of climate change?

- We will understand how the changing climate is affecting West Bridgford and Heymann school buildings.
- We will prepare for the effects of climate change in our classrooms and in school buildings.
- We will risk assess extreme climate events at Heymann (ie: flash flooding and overheating), to ensure emergency preparedness.

Action	Steps	Timeline	Resources	Notes/ Impact
Planning: Assess your school's risk and vulnerability to climate change.	<ul style="list-style-type: none"> • Use tools to assess your climate risk. • Vulnerability analysis to identify the most at-risk areas of the school, such as aging infrastructure or vulnerable student populations. 	2 months	Staff: AB/ LR Cost: Dependant on actions chosen	
Planning: Create policy to relax dress code in periods of hot weather.	<ul style="list-style-type: none"> • Encourage pupils to wear loose, light-coloured clothing. • Sunhats. • Sunscreen. • Teachers should also encourage children to take off their blazers and jumpers. 	Summer 2026	Staff: LT Cost: Free	
Increase our school's knowledge of resilience and adaptation by raising awareness and educating.	<ul style="list-style-type: none"> • Integrate climate education into the curriculum. • Involve students and staff in resilience-building activities. 	ongoing	Staff: Cost: Free	Climate education already embedded in curriculum. Review impact through pupil voice
Increase our school's knowledge of resilience and adaptation by promoting water conservation practices.	<ul style="list-style-type: none"> • Run a campaign within your school. This could include posters or newsletters about conserving and not wasting water. • Green Group Assembly on Water Day 	1 month	Staff: Green Group Cost: Free	•
Prepare our schools for the physical impacts of climate change by installing water efficient fixtures.	<ul style="list-style-type: none"> • Conduct a review/ audit of water fixtures. • Identify possible areas of efficiency. • Measures: <ul style="list-style-type: none"> • low-flow taps • dual flush toilets • Install fixtures. • Train staff how to use and maintain. 	6 months	Staff: Green Group Cost: Low	<ul style="list-style-type: none"> • Toilet syphons checks and replaced when wearing to prevent water loss. • When taps are replaced, we look to replace with self-turning off taps to reduce risk of water being left running.
Use of Solar Panels and efficiency	<ul style="list-style-type: none"> • Review the Solar Panels usage • Have the Solar panels and system serviced on an annual basis • Site Manager and SLT to be trained on the system and how to monitor how much energy we are generating. 	12-18months	Staff: LR, AS. Cost: med-high	
Use of Contractors	<ul style="list-style-type: none"> • Try to use local (Nottingham Based Contractors) to reduce carbon footprint coming into school. • Order supplies from local (Nottinghamshire) based suppliers. • Try and arrange maintenance works in schedules and combine works and servicing on same days if conducted by the same contractor to reduce call outs and carbon footprint of external person attending site. 	Ongoing	Staff: LR	

Staff and Pupil carbon footprint in school/work	<ul style="list-style-type: none"> • Provide a bike to work scheme through the trust • Installation of additional bike and scooter storage/shelters to encourage staff and pupils to travel greener completed 2023-2025 • Promote Walk or cycle to work weeks. 	ongoing	SLT	
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Active and sustainable Travel

Action	Steps	Timeline	Resources	Notes/ Impact
Reduce car trips by using public transport.	<ul style="list-style-type: none"> Use public transport for school trips instead of hiring coaches/buses when applicable. 	1 day-	Staff: JJ, EM Cost: Free/ Often cheaper than coach/ car hire	
Encourage active travel by providing cycle skills for students.	<ul style="list-style-type: none"> Organise external cycle skills lessons for students to improve their skills and safety on their bikes Extend to parents and carers. Extend to teaching staff. 	1 week	Staff: Cost: Free	
Encourage active travel by providing bike/ scooter storage.	<ul style="list-style-type: none"> Locate suitable and secure space within school grounds. Install cycle storage/ scooter storage for pupils to use to lock their bikes. 	2 months	Staff: Cost: £5k-£10k	
Encourage active travel by providing cycle to work scheme for school staff.	<ul style="list-style-type: none"> Enrol your school in the cycle to work scheme. Promote amongst staff. 	1 day	Staff: Cost: Free to sign up	
Encourage active travel by providing walking buses.	<ul style="list-style-type: none"> Create a walking bus to school. 	1 month	Staff: Cost: Free	
Encourage active travel by creating a School Street outside your school.	<ul style="list-style-type: none"> Contact Southwark's highways team to register you interest. Plan the streets for closure. Engage with school staff, residence, and parents of the proposed changes. Use ONE WAY SYSTEM, Posters, encourage to park further Review and collect feedback. Organise Walk to School Week 	6 months- 1 year	Staff: Green Group JRSO Cost: Free	

Air quality

Action	Steps	Timeline	Resources	Notes/ Impact
Planning: Create an asthma friendly school plan.	<ul style="list-style-type: none"> Collect a register of all pupils with asthma. Create a school wide emergency asthma plan Choose an asthma lead. Adopt a policy for inhaler techniques and emergency treatment. Create a system for identifying children who are missing school because of asthma. 	Ongoing, update each September	Staff: Cost: Free	See medical needs policy
Planning: get an understanding of your school's air quality by conducting Asthma Air Quality Monitoring & Engagement	<ul style="list-style-type: none"> Contact NCC for monitoring equipment Distribute monitors. Collect air quality data 	1 month ongoing	Staff: AB Cost: Free	

Waste, consumption and recycling

Action	Steps	Timeline	Resources	Notes/ Impact
Reduce waste by banning single use plastic water bottles.	<ul style="list-style-type: none"> • Get school branded water bottles. • Ensure access to fresh drinking water for refills. 	ongoing	Staff: Cost: Low	In place
Reduce waste by lowering single use plastic.	<ul style="list-style-type: none"> • Review the school's procurement policy and identify any single use plastics that can be eliminated. 	1 week, ongoing	Staff: EQT leadership Cost: Low	
Encourage reuse by running second-hand uniform event.	<ul style="list-style-type: none"> • Run a uniform event at school for second hand uniform exchange and purchase. 	1 week	Staff: School Council /Green Group Cost: Free	Also held for Christmas jumpers 2026?
Encourage reuse by hosting swap events.	<ul style="list-style-type: none"> • Host a swap event where students can swap clothes, books, and games. • Host an unwanted holidays present swap. • Donate surplus to charities e.g. Traid. Children's Air Ambulance Container 	1 week	Staff School Council Green Group Cost: Free	
Increase recycling by setting up a recycling hub.	<ul style="list-style-type: none"> • Take part in The Green School Project • Eco School – Green Flag Award 	1 week-ongoing	Staff:, Green Group Cost: Low	
Increase recycling by using recycled paper.	<ul style="list-style-type: none"> • Review the school's procurement policy and ensure paper purchased is recycled. 	1 week-ongoing	Staff: ASt Cost: Low	
Increase recycling by improving recycling facilities in the school.	<ul style="list-style-type: none"> • Ensure that all classrooms have a recycling bin. • Recruit dedicated recycling monitors to support staff and students. 	1 week – ongoing	Staff: LR, Green Group Cost: Low	All classes have recycling bin
Increase our school's knowledge of waste, consumption and recycling by visiting reuse and recycling centre with Veolia.	<ul style="list-style-type: none"> • Take pupils on a trip to recycling centre. • Run a lesson afterwards to reflect/ share what pupils learned. 	1 day	Staff: Cost: Free	
Increase our school's knowledge of waste, consumption and recycling by running a campaign at school to remove single use plastics promote recycling, repairing, reusing, and reducing waste.	<ul style="list-style-type: none"> • Advertise in newsletters. • Hold assemblies and lessons. • Run poster competition for students. • Litter Patrol 	1 month	Staff: Cost: Varying	

Food

Action	Steps	Timeline	Resources	
Reduce food waste by composting food waste at school.	<ul style="list-style-type: none"> • Get a compost bin. • Use the compost for school gardens. 	1 week, ongoing	Staff: Cost: Free	
Promote plants and reduce meat consumption by having a plant-power day.	<ul style="list-style-type: none"> • Have a plant-power or meat free day in the canteen. • Teach about the benefits of reduced meat and more plants in your diet. • Environment Sessions 	1 week-ongoing	Staff: Cost: Free	2025- Monday is currently meat free choice day.

