



**Our Schools,  
Our World**



# Trust Framework And Key Approaches



## Windmill Hill Academy

Updated Plan: February 2025



*Through pupils learned and lived experiences at Windmill Hill Academy from the Early Years to the end of Key Stage Two, we hope to inspire in our pupils a life-long passion and ambition to improve our environment, to work to reverse climate change and to take care and responsibility for their own actions. We will provide opportunities to develop a broad knowledge and understanding of the importance of nature, sustainability and the causes and impact of climate change and to translate this knowledge into positive action and solutions.*

Use the following to plan to timetable your actions and then use it to audit your progress:

Key Actions	Overall Responsibility	Date Planned	Advice	WHA Updates
<b>Pre-Launch Actions:</b>				
<b>1. Launch with governors</b>  <a href="https://osow-devon.co.uk/presentations-and-useful-documents/">https://osow-devon.co.uk/presentations-and-useful-documents/</a>	Head Teacher Trust Senior Programme Lead	Spring 25- DOL sent to Trust Governance Lead to share with all governors.  Spring 25 At school Level on School Governing Body Items	Use governor presentation on the website  OSOW becomes part of Committee and Full Governing Body agendas	Headteacher (AB) to share presentation with Governors in the Summer working party.  Climate Education forms part of Head of School report to Governors on a termly basis.  To be a standing agenda item on LGB agenda. Headteacher/Trust Lead to share with Clerk (AC).

<p><b>2. Survey your students, staff, governors, community</b>  <a href="https://osow-devon.co.uk/surveys/">https://osow-devon.co.uk/surveys/</a></p>	<p>Senior Programme Lead</p> <p>Admin support</p>	<p>Spring 25- Introduced in Trust Jan Staff Meeting.</p>	<p>Use PING (or equivalent) to send out survey link for parent/carers (include accompanying letter explaining OSOW programme and school's wish for families to be partners in the programme and sustainability actions).</p> <p>Use 10 mins of staff meeting or support staff meeting for survey.</p> <p>KS1 is best as sample responses with TA supporting small groups to respond.</p> <p>KS2 can do survey independently in school.</p> <p>Surveys will act as baselines of attitudes and leverage in terms of</p>	<p>Surveys sent out to staff, Governors, parents and pupils (via Teachers). Results to be collated at the end of March (extended deadline slightly to ensure completion for accurate baseline).</p>
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			<p>actions i.e. you said in the survey you wanted ..... so we are .....</p> <p>Contact us when you are ready for your results - we will download them and email to you.</p>	
<p><b>3. Set up a sustainability working group – head teacher, senior programme lead, governor, students, business manager, parent, premises manager etc.</b></p> <p><b>Plan dates at first meeting for whole year to ensure strong attendance</b></p>	Head Teacher	<p>Trust Working Sustainability Party been in place for last 3 years. Meets half termly. CFO/ COO/ FPO/ DOL/ EHT/ HTSL/ Governors</p> <p>Carbon FootPrint Surveys- Feb 25</p> <p>Trust Green Charter (Summer 24)</p> <p>All schools hold own Action</p>	<p>Working group should meet once each half term after school. This group will ensure:</p> <ul style="list-style-type: none"> <li>● surveys and Zero Carbon termly audits are completed</li> <li>● a collaborative vision and moral purpose</li> <li>● priorities from surveys and audits are identified and communicated to</li> </ul>	<p>Trust Working Party attended by Headteacher and Leads of Vision and Values and Sustainability Pupil Parliament groups.</p> <p>Carbon Footprint survey completed and report shared with key leads and PP groups.</p> <p>Trust Green Charter shared with staff and</p>

		Plans- Transform our world (Annual)  Trust Action Plan.  Trust Sustainability in AIP (last 3 years).	all members of school <ul style="list-style-type: none"> <li>● action planning where all understand roles and responsibilities and strong links with local/national organisations are developed</li> <li>● improvements are monitored and evaluated</li> <li>● a strong culture of sustainability is firmly established</li> </ul>	displayed in Summer 2024.  Sustainability Lead (CC) and Governor (AM) in place.  Increase capacity to have staff leads including Humanities Lead (CC), Science (JE) and Headteacher (AB). Meet half termly from Summer 25.  Develop wider stakeholder sustainability working group to involve Governor, pupils (from pupil parliament group) and parents. Identify pupils and pupils. Meet termly
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				<p>from Summer 25. Dates to be devised and shared in advance.</p> <p>Sustainability Priority in AIP.</p> <p>Previous Transform our World Action plan but updated with this version.</p>
<p><b>4. Launch programme with <u>all staff</u> (all staff must be involved as this is first and foremost a collective endeavour).</b></p> <p>Slides and notes are on the <a href="#">website</a> - training tab.</p> <p><b>Staff meeting presentations (School Adaptations of Presentations):</b></p>	<p>Head Teacher</p> <p>Senior Programme Lead</p>	<p>Launch Jan 25- Trust staff meeting.</p> <p>Training Dec 24/ INSET Jan 25.</p>	<p>Staff meeting/support staff meeting or part of INSET day.</p> <p>This should be inspirational and led by the Head Teacher.</p> <p>Allow time for talk. What does it mean for:</p> <ul style="list-style-type: none"> <li>● me, personally</li> <li>● professionally</li> <li>● for my class</li> </ul>	<p>Launched as part of Trust staff meeting.</p> <p>This needs to be shared with support staff in the Summer term 2025.</p> <p>January INSET 2025 attended by SLT and Teachers.</p>

<a href="https://osow-devon.co.uk/our-schools-our-world/presentations-and-useful-documents/?ppwp=1">https://osow-devon.co.uk/our-schools-our-world/presentations-and-useful-documents/?ppwp=1</a>			<ul style="list-style-type: none"> <li>for the school</li> </ul> <p>Share map of journey and emphasize time will be given in staff meetings and INSET days for developments.</p>	
<b>5. Training for teachers in eco-anxiety – Use Thoughtbox video on website</b>  <a href="https://osow-devon.co.uk/curriculum/training/">https://osow-devon.co.uk/curriculum/training/</a>	Senior Programme Lead	Jan INSET Step 25.	Vital that teachers understand how to move from issues to hope and how to support resilience and empowerment in their class	Completed by SLT and Teachers in January INSET 2025.
<b>6. Create a joint staff/governor sustainability vision for your school</b>	Head teacher	Trust Charter in place.  Annual Trust Pupil Voice Spring.  Annual Trust Pupil Sustainability	Create draft and then find ways of getting input from:  Staff Governors Pupils Families	To actioned in summer term 2025 as part of Working Party group.

		Conference November.	Emphasize this is a collective vision and a collective effort	
<b>7. Integrate OSOW into whole school School Improvement Plan</b>	Senior leads	Trust AIP plan.	Sustainability should run through all areas of school life so rather than being a stand alone objective it should shape improvements in all areas	Sustainability is a priority on school's AIP. Headteacher (AB) to update in the Spring/Summer term 2025 to incorporate OSOW.
<b>8. Align school values/learning attitudes with OSOW aims</b>	Senior team	Aligned.	Sustainability and an understanding of climate change is founded on the strong values/learning attitudes already common in schools e.g. respect, care, togetherness, curiosity, resilience, imagination etc. It should therefore not seem like an add on but more like a practical and relevant	School vision which was established in Summer term 2023. This incorporates sustainability, ' <i>...positive contribution to their local community and the world around them.</i> '



			<p>enrichment of the learning context.</p> <p>Introduce the idea of Self Care, People Care, Planet Care</p>	<p>Be more apparent in the school's vision.</p> <p>Priority for Vision and Values PP group in the Summer term 2025.</p>
<p><b>9. Standing item in staff meetings on fortnightly basis initially</b></p>	Head Teacher	<p>At school level Staff Meeting item.</p> <p>Trust Staff Meetings % across the year.</p>	<p>This will ensure sustainability developments remain a high profile, good practice is shared and progress is regularly reviewed</p>	<p>A regular feature in staff meetings and forms % of meetings across the year.</p> <p>Feature as a standing agenda item from Summer term 2025.</p>
<p><b>Audit existing curriculum with year groups against Conceptual Milestone document identifying where relevant OSOW curriculum concepts already exist. Agree where gaps will be taught.</b></p>	Senior Programme Lead/Teachers	<p>Started Spring Two 2025. Ind school level decided.</p>	Staff meeting X2	<p>Curriculum monitoring visit completed by Bethia (Planet and People) in Spring 25.</p> <p>Sustainability Leads are in the process of</p>

<a href="https://osow-devon.co.uk/our-schools-our-world/presentations-and-useful-documents/?ppwp=1">https://osow-devon.co.uk/our-schools-our-world/presentations-and-useful-documents/?ppwp=1</a>				<p>curriculum audit against current provision and progression documents.</p> <p>Example to be shared by Science Lead (JE) and staff meeting time allocated for teachers/subject leaders to complete. Biodiversity unit in Spring 2 2025. The others will then be mapped out across the year/18 months.</p>
<p><b>On a termly basis 'green' the remaining curriculum.</b></p> <p><b>See examples:</b></p> <p><a href="https://osow-devon.co.uk/our-schools-our-world/presentations-and-useful-documents/?ppwp=1">https://osow-devon.co.uk/our-schools-our-world/presentations-and-useful-documents/?ppwp=1</a></p>	<p>Senior Programme Lead/Teachers</p>	<p>Ongoing. Mapped out by the school over 12-18 months.</p>	<p>Termly staff meeting.</p> <p>Over the year, all terms will be greened then the process remains on-going during planning sessions – seeing the curriculum through a green lens</p>	<p>Termly staff meeting allocated to continue the above.</p>

<p><b>Develop assembly programme – see Planning and Resources template examples</b>  <a href="https://osow-devon.co.uk/curriculum/assembly-resources/?ppwp=1">https://osow-devon.co.uk/curriculum/assembly-resources/?ppwp=1</a></p> <p><b>Set termly themes for two year cycle.</b></p>	<p>Head teacher/Senior leader in school</p>	<p>At school level. Started Spring Two 2025.</p>	<p>Fortnightly on a single theme each term e.g. Summer Biodiversity/Autumn Energy/Spring Water</p> <p>Link to</p> <ul style="list-style-type: none"> <li>● class action/school action</li> <li>● termly Zero Carbon audit (carry out audit for the following term in the preceding term)</li> <li>● family action/pledges</li> <li>● parent/carer skills audit</li> <li>● local organisation support</li> </ul>	<p>Incorporated into collective worship schedule from Spring 2 with a focus on Biodiversity. This is to be further developed from Summer 2 with the involvement of class-based worship.</p> <p>All children are in a Pupil Parliament group and they meet on a fortnightly basis. One group is a Sustainability PP group with all of their actions linking to this action plan. Vision and Values has a stronger link</p>

			Network with other schools to share resources.	with this group. All other groups have one sustainability priority.
<b>Launch project to the school community children and families – develop vision further with their voices.</b>	Head teacher/Senior Programme Lead	Launch Spring 2025 following surveys.	<p>Try and create an event or day of activities or series of ‘green’ days.</p> <p>Emphasize:</p> <ul style="list-style-type: none"> <li>● how OSOW is central to school improvement</li> <li>● how all members of the community are asked to commit to change behaviours and support improvements</li> <li>● share audit priorities and ask for comments</li> <li>● share termly themes</li> </ul>	<p>To actioned in summer term 2025 as part of Working Party group priorities.</p> <p>Devise calendar of dates and share with stakeholders.</p> <p>Celebrate successes with all stakeholders via newsletter, ClassDojo and social media platforms.</p>

			<ul style="list-style-type: none"> <li>● carry out parent skill audit for up-coming term</li> </ul>	
<p><b>Complete school Zero Carbon audits and develop action plan on a termly basis for an individual theme</b></p> <p><a href="https://osow-devon.co.uk/carbon-neutral-2030/carbon-neutral-2030-audits/?ppwp=1">https://osow-devon.co.uk/carbon-neutral-2030/carbon-neutral-2030-audits/?ppwp=1</a></p>	Head teacher/working group	<p>Completed Feb 25.</p> <p>Count your Carbon Audits/ Trust Zero Action Plan.</p> <p>Trust/ Working Party liaison with Let's Go Zero Paula.</p>	<p>Audit and associated action plan should link to the whole school theme for that term e.g. biodiversity.</p> <p>Leadership team prepares audit for sustainability working group each term. Leadership team ensures it is informed by voices of all members of the community particularly children and young people. Working group decides on key priorities for action plan and ensures it is communicated to all members of the school.</p>	<p>Count your Carbon Audit completed in February. Shared with key stakeholders across the Trust and key leads and PP groups in the school.</p> <p>To be further actioned in summer term 2025 as part of Working Party group priorities and link actions to 'themes'.</p> <p>Already linked with local/national recycling companies, e.g.</p>

			<p>Sustainability working group ensures action plan also develops much closer partnership with local/national organisations.</p>	<p>Foodbank, shops/supermarkets for Community Larder, batteries. Further enhance links with local/national organisations.</p> <p>Re-instate 'Let's Go Zero' programme when CC returns as main Lead.</p>
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<p><b>Introduce the Count Your Carbon Tool - calculate carbon emissions termly to measure and respond to change</b></p>	<p>Senior Business Lead</p>	<p>Completed Feb 25.</p>	<p>Establish initial baseline and set smart targets. Link to termly focuses.</p>	<p>Carbon Footprint report generated. Shared at Trust level and Key Leads and PP groups at school level.</p> <p>Headteacher (AB) inputted all data required as there was additional information needed, e.g. solar panel readings.</p> <p>To identify key areas for improvement in the Summer term 2025 as part of Working Party group and link to action plan.</p>
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<b>Sustainability as performance management target for all staff /curriculum leads / head</b>	Head teachers/governors	N/A- embedded rather than linked to PM.	Using present school improvement systems ensures this is not an add-on for staff rather supported professional improvement. It also ensures regular reviews. For curriculum leads it is about facilitating the greening of their curriculum as well as resourcing their subject in a sustainable manner.	N/A – embedded rather than linked to appraisals. Features in the AIP.
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<p><b>Create a schedule of green events during the year e.g. Switch Off Fortnight, World Ocean Day</b></p>	<p>Head teacher/ Senior Programme Lead</p>	<p>School Level focused.</p>	<p>E.g. Business Enterprise, Freegle, Book Swap, Clothes Swap, Power off day, No Mow May etc.</p> <p>Work with PTA on developing a sustainability policy for PTA events e.g. Summer Fair</p>	<p>Ongoing events in place such as: Uniform donation station and Community Larder.</p> <p>Formalise schedule of events for a year with existing events, e.g. Sustrans Big Walk and Wheel, No Mow May, Walk to School week, but to include other events.</p> <p>The Friends (PTFA) are becoming more sustainable in their events, such as reducing waste, bring bottles/using reusable cups at events.</p>
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				Headteacher (AB) attends half-termly meetings so to include as an agenda item.
<b>Give a green context to some of the annual special weeks e.g. Arts Week</b>	Senior Programme Lead/Subject Leaders	<p>Embedded e.g. annual Art Event/ Competitions last 3 years.</p> <p>Annual Pupil Sustainability Conference last 3 years.</p>	E.g. Book Week focuses on environmental texts or Art Week has a nature focus etc.	<p>Embedded e.g. annual Art Event/ Competitions last 3 years for all schools in the Trust. WHA are part of.</p> <p>Annual Pupil Sustainability Conference in the last 3 years which has been attended by WHA.</p> <p>Literacy Tree which is embedded at WHA has texts which are focused on sustainability. The expectation to be that at least two texts a year are Sustainability focused.</p>

<p><b>Make carbon literacy training film available to families</b></p> <p><a href="https://www.youtube.com/watch?v=HExapQfulPg">https://www.youtube.com/watch?v=HExapQfulPg</a></p>	HT	<p>At school Level.</p> <p>Trust Website reviewed- Spring Two 25.</p>	<p><b>Use The Great Big Lesson for Climate and Nature: Live from COP26</b></p>	<p>To be actioned by Headteacher (AB)/Sustainability Leads (CC/JE) in Spring 2/Summer 1 terms 2025. Shared to families via ClassDojo/website .</p>
<p><b>Establish methodologies for enabling on-going student voice and involvement</b></p>	Senior Programme Lead	<p>Embedded in Trust/ school Culture.</p>	<p>Student voice is best caught through</p> <p>Assemblies Class discussions Votes Surveys Task groups</p>	<p>Continue to embed pupil voice through: Collective worship Class discussions Votes Surveys</p> <p>Established Pupil Parliament groups: 7 groups. One focused on Sustainability with Vision and Values working closely with them. They will continue to meet on a fortnightly</p>

				<p>basis with new groups of pupils established in the Summer term 25.</p> <p>Continue to establish weekly class parliaments which are linked to current themes.</p> <p>Establish Working Party in the Summer term 2025 with the involvement of pupils.</p>
<b>Audit the expertise of your school community and link to planned actions/curriculum modules</b>	SBM/HT	Voice gathered through range of methods rather than written audit due to workload.	Termly audit of parent/carers and staff skills linked to whole school theme so focussed effective support is offered	Voice gathered through range of methods rather than written audit due to workload. To be actioned in the Summer/Autumn term 2025.

<b>Establish plan for pupil/family sustainable pledges and actions</b>	Whole staff	<p>Linked to Trust Pupil Conference- Autumn 25.</p> <p>At School Level.</p>	Each termly theme should include actions engaging all members of the community in behaviour change and positive action	<p>Continue to celebrate successes and actions through ClassDojo and social media platforms.</p> <p>Introduce the idea of a pledge after Trust Pupil Conference in the Autumn term 2025.</p>
<b>Establish plan for staff/gov sustainable pledges and actions</b>	SPL/Staff/Gov	<p>Linked to Trust Pupil Conference- Autumn 25.</p> <p>At School Level.</p>	Each termly theme should involve changes in staff and governor behaviour. This is about all members of the community committing to change.	<p>Continue to celebrate successes and actions through staff/Governor meetings, newsletters and Trust Sway.</p> <p>Introduce the idea of a pledge after Trust Pupil Conference in the Autumn term 2025.</p>

<p><b>Look at opportunities for climate adaptation in the school to address extreme heat and rainfall. Introduce shade and flood prevention into school grounds.</b></p>	<p>HT/SBM/Site Manager</p>	<p>Trust Sustainability Working Party.</p> <p>Learning through Landscapes Autumn 2025.</p>	<p>Refer to the council for advice and support.</p>	<p>Tesco Funding secured with works to be actioned in the Summer term 2025 to further develop the school garden with the theme of biodiversity.</p> <p>National Lottery Funding applied for in December 2024. Application declined. Look into alternative funding sources.</p> <p>Begin to research Learning through Landscapes in Autumn term 2025.</p>
<p><b>Analyse procurement choices and adopt sustainable procurement approaches guidelines</b></p>	<p>SBM</p>	<p>Trust Operations/ Finance- Started Spring</p>	<p>SBM training will provide a clear approach. Encourage SBM to liaise with other</p>	<p>Trust Operations/ Finance- Started Spring 25- Summer 25.</p>

		25- Summer 25.	SBMs to share good providers/products	Wait for further advice from the Central team. To be in place from the Summer term 2025 in preparation for ordering sustainable resources for Autumn 2025.
<b>Join Lets Go Zero and complete Climate Action Plan</b>	Governor/Head teacher/Senior Programme Lead	Completed Spring 24- Autumn 24.	<ul style="list-style-type: none"> <li>● Lets Go Zero offer a good range of resources an advice. The Climate Action Plan should be a summary of the actions you have planned against this framework against 4 key areas:</li> <li>● decarbonisation, for example calculating and taking actions to reduce carbon emissions, such as</li> </ul>	Registered to join 'Let's Go Zero' in Autumn term 2024. Paused on participation due to long term absence of key Sustainability Lead. Will re-instate in the Autumn term 2025.

			<p>becoming more energy efficient</p> <ul style="list-style-type: none"><li>● adaptation and resilience, such as taking actions to reduce the risk of flooding and overheating</li><li>● biodiversity, for example engaging with the National Education Nature Park</li><li>● climate education and green careers, such as ensuring the education you provide gives knowledge-rich and comprehensive</li></ul>	
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			teaching about climate change, and that your teaching staff and lecturers feel supported to offer this	
<b>Significant focus on school commitment to sustainability on school website</b>  e.g. <a href="https://www.cottesmore.brighton-hove.sch.uk/page/eco/">https://www.cottesmore.brighton-hove.sch.uk/page/eco/</a>	SBM/SPL	Trust- further development Spring 25.  At school Level Spring 25.	Many parents/carers are now choosing their schools with commitment to sustainability and environmental education as a key criteria	Climate Education and Sustainability has a section on the school website. To be further updated in the Summer term 2025.
<b>Regular feature/update/slot in school newsletter</b>	SPL	At school Level.  Trust Staff Gateway- Annual Spring.	The more communication there is the more people can see how they can get involved and the impact the community is having	Regular sharing on school newsletter (Sway), ClassDojo and social media platforms.  To feature more consistently with Sustainability Lead input.

				Featured in Trust newsletter (Gateway) in the Spring term 2025.
<b>OSOW notice board in prominent place</b>	SPL	At school Level.  Trust CPD SWAY fortnightly. Regular features/ signposting.	See above	Sustainability display has been in place since Autumn term 2023. To be further updated in the Summer term in line with curriculum developments.
<b>Ensure PTA has sustainability policy/position</b>  <a href="https://www.ourcityourworld.co.uk/news/pta-guide/">https://www.ourcityourworld.co.uk/news/pta-guide/</a>	PTA	At school level.	Events should reflect a commitment to sustainability. Signage should highlight this e.g. we are a no single plastic event	The Friends (PTFA) are becoming more sustainable in their events, such as reducing waste, bring bottles/using reusable cups at events.  Headteacher (AB) attends half-termly meetings so to

				<p>include as an agenda item.</p> <p>Raise awareness to school and wider community by including on ClassDojo posts/posters and advertising/signage.</p>
<p><b>Pilot assessment of impact in some key areas</b></p> <p><b>See resources on school website</b></p>	SPL	At school level.	Sampling of diverse groups of children for conferencing to explore how best to evaluate impact of class learning, assemblies, initiatives etc.	<p>Include as part of pupil voice monitoring in next academic year 2025/26.</p> <p>Complete pupil surveys in next academic year to measure against baseline.</p>
<p><b>Write formal assessment guidelines</b></p> <p><b>See policy on website</b></p>	SPL	<p>At Trust Level-Spring 25.</p> <p>Further development from Trust Charter.</p>	From what you have learned develop policy	<p>At Trust Level-Spring 25.</p> <p>Further development from Trust Charter.</p>

<p><b>Plan for local organisation/community/business engagement</b></p> <p><a href="https://osow-devon.co.uk/local-and-national-organisations/">https://osow-devon.co.uk/local-and-national-organisations/</a></p>	<p>Senior Programme Lead</p>	<p>Annual Trust Sustainability Pupil Conference Autumn.</p> <p>Invitation school based engagement.</p>	<p>Local organisations should be closely linked with school actions/assemblies and class talks.</p> <p><b>Children need to see changemakers regularly</b></p>	<p>Annual Trust Sustainability Pupil Conference attended in the Autumn terms.</p> <p>Some links established with local community: Planet to People, Farm and Country, Water Aid. Further enhance through invitation using social media platforms. Action in the Summer/Autumn term 2025.</p>
<p><b>Network with other schools on curriculum and initiatives and share expertise and resources</b></p> <p><b>Link classes within and across schools</b></p>	<p>Senior Programme Lead/teachers</p>	<p>Trust network with- Crofty/ Sky Primary</p> <p>Trust network with UKSSN/ CAPE</p> <p>Trust schools network- Annual pupil conference and annual</p>	<p>The wealth of expertise and resources across the OCOW community cannot be underestimated</p> <p>Children need to feel empowered/inspired through seeing changemakers in other schools</p>	<p>Trust schools' network- Annual pupil conference Autumn 2024 and annual pupil voice Spring 2025.</p> <p>Science Lead (JE) is also Trust Lead who is networking with other Trust Leads/Subject Leads across the Trust to support</p>

		pupils voice Spring		<p>with 'Greening the Curriculum'.</p> <p>Use of OSOW platform for use of/sharing resources, including links to other platforms.</p>
<p><b>Plan for comprehensive and systematic approach to nature connection and outdoor learning.</b></p> <p><a href="https://osow-devon.co.uk/nature-connection-and-outdoor-learning/">https://osow-devon.co.uk/nature-connection-and-outdoor-learning/</a></p>	Whole staff	<p>Education for Sustainability Centre- Arena Lead</p> <p>Arena contract- Eather Tribe/ Wild Tribe</p> <p>Wild tribe Staff Practitioners/ Teachers</p>	<p>Timetabling of nature connection opportunities</p> <p>Training in outdoor learning/Beach School/Forest School</p> <p>Putting outdoor learning directly into plans</p>	<p>Scheduled visits to the Education for Sustainability Centre for Years 1, 4 and 6.</p> <p>Further enhance Arena contacts, e.g. Earth Tribe.</p> <p>Vast majority of teachers are Wild Tribe trained.</p> <p>Further enhance: Timetabling of nature connection opportunities</p>

				Putting outdoor learning directly into plans.
<b>Create induction pack for new staff</b>	HT	Trust Level-Summer 25	Include access to Carbon Literacy Video Training/Eco-Anxiety Video Training/ OSOW website. Prior to starting training is completed	Trust Level-Summer 25
<b>Include sustainability element/question when interviewing for all new staff</b>	HT	Trust Level-Summer 25	E.g. How would you integrate learning about sustainability into the curriculum?	Trust Level-Summer 25  Headteacher (AB) to ensure it is included in school level interviews from Summer 2025.
<b>Include OSOW in school presentations to new parents</b>	HT	School Level-Summer 25.	Make parents/carers see learning about sustainability and climate change is a core element of your class and wider curriculum	Sustainability and Climate Change is a feature of our school tours for new parents with the inclusion of pupil voice.  Ensure it is in the new intake presentation for

				parents for Reception intake 2025 in the Summer term 2025.
<b>Establish a systematic annual programme of assessment/evaluation</b>	Gov/Senior Project Lead	School Level.  Trust level-Spring Survey/Annual pupil overall survey	On a termly basis, Senior Project Lead conferences children against the conceptual milestones and skills based on their curriculum, assembly learning and actions from that term. Findings inform future planning.  Parental attitudes and behaviour changes are evaluated twice yearly	Include with monitoring schedule for 2025-26 with the inclusion of stakeholder voice. Measure against baseline surveys.
<b>Completion of a Net Zero Route Map outlining measures the school will take to reach Net Zero by 2030</b>	Gov/HT/SBM/Site Manager/Council	Trust- Summer 25	Work with the council for structure and advice	Wait for further advice from the Trust – Summer 2025.
<b>School grounds – develop a 3 year nature recovery plan for the whole school site identifying opportunities to increase biodiversity</b>	SBM/Site Manager	School Level-Learning through Landscapes Autumn 25	Work with Environmental Education Officer and local organisations	There are lots of plans in place to further enhance the school site supported by funding.

				Further enhance plans by developing a nature recovery plan for the whole school site with external support, e.g. Learning through Landscapes, from Autumn 2025.
<b>Include reference to UN Sustainable Development Goals in lesson planning</b>	SPL	To refer to in long term curriculum planning-ongoing – working towards Summer 26.	Applicable for upper KS2 and above	<p>Already established in Collective worship schedule with weekly themes. Features on weekly themed collective worship PPT.</p> <p>To refer to in long term curriculum planning-ongoing –</p>



				working towards Summer 26.
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