



<b>Document Title</b>	<b>MLT Sustainability Policy</b>
<b>Author/Owner (Name and Title)</b>	Executive Director of Primary Education
<b>Version Number</b>	V1
<b>Date Approved</b>	7 <sup>th</sup> October 2025
<b>Approved By</b>	MLT Board

<b>Policy Category</b>  (Please Indicate)	<b>1</b>	<b>Trust/Academies to use without amendment</b>
	<b>2</b>	Academy specific appendices
	<b>3</b>	Academy personalisation required (in highlighted fields)

**Summary of Changes from Previous Version**

<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Note/Summary of Revisions</b>
V1	Aug 2025	DHO	New Policy

## CONTENTS

PURPOSE .....	4
SCOPE.....	4
OUR COMMITMENTS .....	4
RESPONSIBILITIES .....	4
REVIEW AND MONITORING .....	4
VISION STATEMENT .....	4
KEY STAKEHOLDERS AND PARTNERS .....	5
THEME 1: AUDIT, MONITORING, REVIEW AND CONTINUOUS IMPROVEMENT .....	6
THEME 2: CLIMATE EDUCATION AND AWARENESS .....	7
THEME 3: SUSTAINABLE INFRASTRUCTURE AND ESTATES .....	8
THEME 4: SUSTAINABLE OPERATIONS AND PROCUREMENT .....	9
THEME 5: A BETTER ENVIRONMENT FOR FUTURE GENERATIONS .....	10
THEME 6: STUDENT LEADERSHIP IN ENVIRONMENTAL ACTION .....	11
THEME 7: GREEN SKILLS AND FUTURE CAREERS .....	11

## PURPOSE

This Cleaner, Green and Sustainable Strategy outlines Maltby Learning Trust's commitment to environmental stewardship and climate resilience. It aims to embed sustainability into the fabric of our education system by aligning operational, curriculum, and community practices with national and global climate goals.

## SCOPE

This strategy applies to all schools, Academies, and settings across Maltby Learning Trust. It includes all staff, students, parents/carers, contractors, governors, and community stakeholders involved in the Trust's educational and operational ecosystem.

## OUR COMMITMENTS

Maltby Learning Trust is committed to becoming a leading example in education sector sustainability. We aim to:

- Take a significant step towards carbon neutral across all Trust operations by 2030.
- Integrate climate education and green skills into our curriculum at all levels.
- Build sustainable infrastructure through smart, energy-efficient practices.
- Build resilience to the effects of climate change in buildings and infrastructure
- Advance and promote biodiversity across the Trust.

## RESPONSIBILITIES

- **Trust Board** – Oversees implementation, compliance, and review.
- **Trust Sustainability Trustee** - Works with the Trust Sustainability Lead to ensure that policy and procedure is implemented, monitors impact and performance, proposes policy updates, and reports to Trust Board.
- **Trust Sustainability Lead** – Ensures that policy and procedure is implemented, reviews impact and performance, updates policy, and supports schools.
- **School Sustainability Leads** – Drives initiatives, collects data, and engages with stakeholders.
- **All Staff and Students** – Participate in sustainable practices and support the Trust's vision.

## REVIEW AND MONITORING

This policy will be reviewed every two years. Monitoring will include key performance indicators (KPIs), audits, stakeholder feedback, and sustainability reports submitted by each Academy.

## VISION STATEMENT

At Maltby Learning Trust, we aspire to be a beacon of sustainability and climate action in the education sector. Our vision is to create future-ready learning environments that empower students to be agents of positive environmental change. Aligned with the Department for Education's Sustainability and Climate Change Strategy and the UK's Net Zero ambitions, we will equip our students with the knowledge, values, and skills necessary to thrive in a sustainable world. As a Trust we will actively seek ways to reduce our environmental impact through delivering the five key

commitments. These commitments will be taken into account in all decisions and will be part of the definition of 'value' when taking purchasing decisions and undertaking improvements to wider infrastructure or developing facilities. We will develop effective ways to assess and maximise the impact of this work. We will actively collaborate with local authorities, businesses, and global partners to address the climate crisis. Through education, operations, and community outreach, we commit to protecting our planet and promoting equity, resilience, and prosperity for all.

## KEY STAKEHOLDERS AND PARTNERS

<p><b>Rotherham Council Plan 2022 - 2025:</b></p> <p><b>Theme – 8.5 A Cleaner, Greener Local Environment</b></p> <p>Our vision is to create a clean and welcoming environment across our borough, and in turn secure our natural environment for the next generation.</p> <p>(We will do this by supporting more environmentally friendly initiatives such as active travel, and by playing our part in cutting carbon emissions).</p> <p><b>Outcomes:</b></p> <ol style="list-style-type: none"> <li>1. Increasing satisfaction with the cleanliness of the borough.</li> <li>2. Creating better transport systems for future generations.</li> <li>3. Reducing the risk and impact of flooding and other environmental emergencies.</li> <li>4. Contributing to reducing carbon emissions across the borough.</li> </ol>	<p><b>City of Doncaster Council:</b></p> <p><b>Wellbeing Goals and Outcomes – Greener and Cleaner</b></p> <p>All residents, communities and organisations working together to protect and enhance the local and global environment to improve wellbeing. This includes:</p> <ul style="list-style-type: none"> <li>- Planting 1 million trees.</li> <li>- Improving air quality.</li> <li>- Having more places to enjoy nature and recreation.</li> <li>- Cleaner neighbourhoods and less fly-tipping.</li> <li>- Reducing carbon emissions.</li> </ul> <p><b>The Great 8 Priorities</b></p> <p><b>Priority 1: Tackling Climate Change</b></p> <ul style="list-style-type: none"> <li>- Deliver the environment and sustainability 2023 strategy.</li> <li>- A borough-wide effort to achieve 85% of Doncaster's net zero target by 2030.</li> <li>- Improve the energy efficiency of council homes and encourage homeowners and landlords to do the same.</li> <li>- Increase the energy generation and usage from renewable sources, including solar.</li> <li>- Support businesses to decarbonise their operations and supply chains and create good 'green' jobs.</li> <li>- Plant 1 million trees.</li> <li>- Devote more land to greenspace and nature (Doncaster's natural capital).</li> <li>- Create 'Green Gateways' into our borough and @Green Hearts' in our town centres.</li> </ul> <p><b>Priority 5: Creating Safer, Stronger, Greener and Cleaner Communities</b></p> <ul style="list-style-type: none"> <li>- Reduce the risk and impact of borough emergencies (e.g. floods).</li> <li>- Reduce fly-tipping and keep the streets and roads clean.</li> <li>- Create 15 future parks.</li> </ul> <p><b>Our Priorities 2024/25</b></p> <p><b>Priority 9: Create Safer, Stronger, Cleaner Neighbourhoods</b></p> <ul style="list-style-type: none"> <li>- Continue to investigate all fly-tipping reports and remove waste within 7 days from public areas.</li> </ul> <p><b>Priority 10.6: Environment and Sustainability Strategy</b></p> <ul style="list-style-type: none"> <li>- Produce a Carbon Reduction plan for reducing our emissions.</li> <li>- Work with private landowners to plant more trees.</li> <li>- Further greenspace naturalisation.</li> <li>- Increase the provision of electric vehicle charging facilities.</li> <li>- Maximise the energy efficiency of Council homes and buildings.</li> <li>- Support private homeowners and businesses to maximise the energy efficiency of their homes and buildings.</li> <li>- Improve property-level flood resilience to residential areas.</li> <li>- Maximise recycling by the Council, residents and businesses.</li> <li>- Support the development of South Yorkshire's Local Nature Recovery Strategy, embedding strategic local priorities and opportunities.</li> <li>- Deliver our parks improvement programme (including over £3 million of investment) in Denaby, Campsall, Town, Hexthorpe, Edlington.</li> </ul>
<p><b>Rotherham Together Partnership (Rotherham Plan 2025):</b></p> <p>Rotherham Together Partnership comprises a range of partnership bodies and organisations from the public, private and voluntary and community sectors, who focus on shared priorities set out in the Rotherham Plan 2025.</p> <p><b>Theme 3: Climate and Environment</b></p> <p>Building a healthy and attractive local environment in Rotherham, whilst acting on the climate crises:</p> <ul style="list-style-type: none"> <li>- Acting together to reduce emissions.</li> <li>- Protecting nature and the local environment.</li> <li>- Helping communities adapt.</li> </ul> <p><b>Deliverables:</b></p> <ul style="list-style-type: none"> <li>- The development of renewable energy projects.</li> <li>- Agree a Partnership Charter, with shared commitments to respond to the climate and nature crises.</li> <li>- Support for tree planting, rewilding, and other projects to promote nature recovery and biodiversity.</li> <li>- Reducing risk and impact of flooding in the borough, by investing in alleviation schemes.</li> </ul>	

<p><b>Rotherham Together Partnership:</b></p> <p><b>Climate and Nature Charter</b></p> <p>The Rotherham Together Partnership has created a Climate and Nature Charter to encourage organisations across Rotherham to take action now, leading the way and making a difference to their communities.</p> <p><b>Pledges:</b></p> <ol style="list-style-type: none"> <li>1. Create and deliver a Climate Change Action Plan to achieve net-zero by 2040.</li> <li>2. Plan for the impacts of climate change.</li> <li>3. Act as leaders throughout Rotherham in relation to climate and nature crises.</li> <li>4. Rethink the materials we buy and use -refuse, reduce, reuse, repurpose and recycle.</li> <li>5. Work towards the removal of single-use plastics from our operations.</li> <li>6. Collaborate with partners, share our knowledge, and promote work that is taking place.</li> <li>7. Support our local supply chains and encourage green regional growth.</li> <li>8. Protect nature and support its recovery.</li> <li>9. Encourage others in Rotherham to reduce their impact on the environment.</li> <li>10. Be transparent with set targets and report on them.</li> </ol>	<p><b>Team Doncaster Environment and Sustainability Strategy 2020 – 2030:</b></p> <p>This strategy sets out how Doncaster plays their part in the national effort to reduce carbon emissions and help limit global average temperature increases. It also identifies how they will respond to Doncaster-specific issues like litter, fly-tipping, and flooding.</p> <p><b>Priority Areas:</b></p> <p><b>Natural Environment:</b></p> <ul style="list-style-type: none"> <li>- Protect and enhance woodland and green spaces; plant more trees.</li> <li>- Protect and enhance biodiversity to support resilient ecosystems.</li> <li>- Improve water quality in rivers and lakes, maintain and enhance drainage, and protect from flooding.</li> <li>- Protect, enhance and promote the conservation of our peatland.</li> <li>- Manage contaminated land appropriately.</li> </ul> <p><b>Built Environment:</b></p> <ul style="list-style-type: none"> <li>- Improve the energy efficiency of homes and other buildings.</li> <li>- Increase the energy production from sustainable sources.</li> <li>- Proactively and reactively tackle noise, light and odour nuisances.</li> <li>- Improve air quality by reducing transport emissions.</li> </ul> <p><b>Economy:</b></p> <ul style="list-style-type: none"> <li>- Exploit opportunities in green technology industry sectors.</li> <li>- Encourage and support existing businesses to improve energy efficiency and waste/recycling practices.</li> <li>- Exploit blue and green nature tourism opportunities, whilst ensuring their protection and supporting their enhancement.</li> <li>- Support the local farming sector to supply locally and operate efficiently using environmentally friendly operations.</li> </ul> <p><b>Sustainable Consumption and Behaviour Change:</b></p> <ul style="list-style-type: none"> <li>- Reduce avoidable food waste. Encourage and support food sourcing from local sustainable providers.</li> <li>- Focus on the reduction, re-use, repair, recycling and recovery of household and commercial waste.</li> <li>- Reduce fly tipping and littering and optimise the response to incidences when they do occur.</li> <li>- Raise awareness, share best practice, support and educate partners, businesses and residents on how their own behaviour changes can contribute to environmental improvements, whilst also achieving economic, health and social benefits.</li> </ul>
--	--

**THEME 1: AUDIT, MONITORING, REVIEW AND CONTINUOUS IMPROVEMENT**

Sustainability is a long-term commitment that requires structured monitoring and a willingness to evolve. To make lasting change, the Trust must collect data, assess progress, and ensure accountability through transparent and inclusive processes. Continuous improvement allows the Trust to celebrate successes while identifying and addressing areas for development.

Maltby Learning Trust is committed to using regular audits, reviews, and stakeholder feedback to drive the evolution of this strategy. Each Academy will be empowered to collect data, reflect on progress, and contribute to the Trust-wide vision, ensuring that our sustainability ambitions remain relevant, impactful, and measurable.

## OBJECTIVES

1. **Audits and Environmental Data Tracking** – Conduct energy, water, waste, and biodiversity audits twice a year using a standard Trust-wide framework. Academies will use this data to set and revise SMART targets.
2. **Termly Review Meetings** – Hold termly driver group meetings between Sustainability Site Leads and the Trust lead to review data, share best practices, and address barriers.
3. **Stakeholder Surveys and Focus Groups** – Use annual surveys, and termly focus groups to collect feedback from students, staff, and parents on sustainability priorities and perceptions.
4. **Annual Sustainability Reports** – Require each Academy to publish an annual report documenting sustainability progress, KPIs, student engagement, and community involvement.

## KEY PERFORMANCE INDICATORS (KPI'S)

- Trust develops an effective monitoring and environmental impact approach – including carbon footprint/recycling/staff, student, parent views (by September 2026)
- Two full audits per site completed annually with action plans in place (by September 2026).
- Trust produces annual environmental impact and sustainability reports for each Academy (by September 2027).
- The Trust set and updates annual SMART sustainability targets for each Academy (by September 2027).

## THEME 2: CLIMATE EDUCATION AND AWARENESS

Developing a meaningful understanding of climate change and sustainability is essential to preparing students for a rapidly evolving world. Climate education should not be limited to one subject; it must be interwoven throughout the curriculum and supported by real-world experiences. By exploring environmental issues through science, humanities, arts, and practical projects, students gain the critical thinking and values needed to make informed decisions and take responsible action.

At Maltby Learning Trust, we aim to create environmentally literate young people who can lead change within their Academy's and communities. Climate education will be reinforced through student-led campaigns, outdoor learning opportunities, and community engagement that brings learning to life. This holistic approach supports learners to become confident environmental advocates while developing practical knowledge and long-term stewardship habits.

## OBJECTIVES

1. **Curriculum Integration of Climate Education** - Embed sustainability and climate topics across assembly programmes and through subjects such as Science, Geography, PSHE, and English. Include real-world case studies and actionable learning linked to regional and global challenges.
2. **Environmental Committees in Every School** - Establish student-led sustainability groups to plan and run green initiatives. These committees will serve as student voice platforms and drivers of peer engagement.

3. **Outdoor Learning and Biodiversity Projects** - Integrate school gardening, forest schools, and wildlife monitoring into regular lessons. Emphasise real-world connections and practical action.
4. **Awareness Campaigns and Green Days** – Highlight and host themed environmental campaigns, from plastic-free drives to biodiversity weeks through assemblies activities and community events. Events will engage students, staff, and families in visible climate action.
5. **Plastic-Free Schools and Behaviour Change Projects** - Launch initiatives such as refillable bottle schemes and zero-waste lunch clubs. Link actions to wider PSHE and science topics.
6. **Walk to School and Active Travel Promotion**  
Organise walk/cycle to school weeks and promote safer travel routes. Offer rewards and recognition for participation.

#### KEY PERFORMANCE INDICATORS (KPI'S)

- Every student has the opportunity to engage in environmental education every year (by September 2025).
- Environmental committees established in each Academy (by Spring 2026).
- All schools deliver climate-related assemblies and modules in all relevant subject areas (by September 2026)
- Every Academy highlights national and international environmental focus days through the curriculum, assemblies and display (by September 2026).
- New purchasing decisions avoid single use plastic – these are phased out of existing areas (September 2026).
- Identify procurement decisions across the Trust that support specific environmental themes (by September 2026).

#### THEME 3: SUSTAINABLE INFRASTRUCTURE AND ESTATES

The buildings and physical spaces where we teach, learn, and gather can either support or hinder our sustainability goals. Energy consumption, heating, lighting, and water use account for a significant portion of school-based carbon emissions. Maltby Learning Trust recognises that reducing our environmental footprint starts with creating smart, efficient, and resilient education estates.

By improving the efficiency of our Academies and embedding green technologies, we will lower our emissions and operating costs while providing students with inspirational spaces that model environmental best practice. Our work in this area will also demonstrate to young people how infrastructure and design can directly impact sustainability.

#### OBJECTIVES:

1. **Smart Building Technologies** - Install energy management systems such as smart meters, sensors, and automated controls. These tools will monitor and optimise heating, cooling, and lighting usage across all sites.
2. **Retrofitting and Efficient Design** - Prioritise insulation, LED lighting, double glazing, and energy-efficient HVAC systems. Upgrades will focus on older or energy-intensive buildings as a priority.

3. **Rainwater Harvesting and Water Efficiency** - Introduce rainwater harvesting systems for garden irrigation and greywater use. Academies will also participate in Trust-wide water-saving challenges.
4. **Electric Vehicle Infrastructure** - Install EV charging points in all Academies by 2030 for staff and community use. Promote their use through staff incentives and public visibility campaigns.
5. **Carbon Neutral Estates by 2030** - Develop and implement a strategic roadmap to achieve carbon neutrality across all Trust buildings. The plan will prioritise energy reductions, sustainable retrofitting, and a shift to renewable energy sources.

#### KEY PERFORMANCE INDICATORS (KPI'S)

- Trust to understand total energy usage by (September 2026).
- All capital developments consider their environmental impact and action taken to actively seek to reduce this (by September 2026).
- Implementation of smart energy systems considered and implemented where possible (by September 2026).
- Solutions such as rainwater harvesting or water-saving systems investigated as part of capital developments – aim to reduce impact significantly (by September 2027).
- Audit undertaken to identify key areas where energy usage can be addressed – these are built into capital plans (by September 2027).
- EV charging installed at 100% of Academy sites (by September 2030).

#### THEME 4: SUSTAINABLE OPERATIONS AND PROCUREMENT

Every aspect of Academy operations—from what we buy to how we dispose of waste—can support or undermine our sustainability ambitions. Sustainable operations are rooted in ethical procurement, waste minimisation, and the circular economy. Through intentional purchasing decisions and strong supplier partnerships, we can significantly reduce our environmental impact.

Maltby Learning Trust will review and reshape procurement systems, promote sustainable catering, and embed waste reduction targets across all settings. By leading with integrity in our supply chains and day-to-day operations, we aim to demonstrate the importance of sustainable decision-making at all levels of school life.

#### OBJECTIVES

1. **Ethical and Local Procurement Policies** - Prioritise environmentally responsible and local suppliers, aiming for 75% compliance across all Trust purchasing by 2026. Embed sustainability clauses in procurement contracts.
2. **Zero-Waste Initiatives and Waste Audits** - Conduct annual waste audits and implement Academy-specific reduction plans. Initiatives will include food composting, water usage reduction/water conservation, digitalisation, and reuse schemes.
3. **Sustainable Catering and Food Waste Reduction** - Promote plant-based menus, seasonal ingredients, and zero-waste food planning in canteens. Involve students in menu planning and composting activities.
4. **Reusable and Plastic-Free Practices** - Phase out single-use plastics in all Academy kitchens, classrooms, and events. Introduce reusable alternatives such as cups, trays, and bottles.

5. **Green Transport for Staff and Students** - Encourage sustainable commuting via bike-to-work schemes, walking buses, and car-sharing programmes. Provide adequate bike storage and safety training.

#### KEY PERFORMANCE INDICATORS (KPI'S)

- Development of Trust 'Green Criteria' built into procurement processes (by Spring 2026).
- 100% of Academies across the Trust completing annual waste audits (by September 2026).
- All Academies reducing water usage (by September 2026).
- 50% reduction in food waste per site (by September 2027).
- 100% of Academies eliminating single-use plastic (by September 2027).
- 60% of staff and student commuters using sustainable travel (by September 2027).

#### THEME 5: A BETTER ENVIRONMENT FOR FUTURE GENERATIONS

Tackling climate change requires collective action—Academies alone cannot achieve sustainability without engaging the communities they serve. Environmental efforts are most powerful when they connect students, families, and local organisations around shared goals. Through collaboration, we can expand the impact of our work and inspire lasting change beyond the school gates.

Maltby Learning Trust will build partnerships with councils, charities, and global education initiatives to strengthen our sustainability ecosystem. We will encourage student voice in community initiatives and support families to adopt sustainable habits at home.

#### OBJECTIVES

1. **Increase Biodiversity Across all Academy Sites** – Work with external experts and third sector organisations to find imaginative ways to increase biodiversity across Academy sites, both preserving the natural environment and exposing students to conservation/preservation approaches
2. **Local Environmental Partnerships** - Build ongoing collaborations with local councils and community groups for clean-ups, increasing bio-diversity, and green space adoption.
3. **Community Workshops and Green Living Sessions** - Deliver workshops for families focused on reducing energy use, reusing materials, and growing food sustainably at home.
4. **Student Participation in Local Forums** - Encourage students to attend and contribute to local sustainability forums, youth parliaments, and council consultations.
5. **Resilient Estates** – Ensure that future developments in facilities and infrastructure take full account of the impact of climate change, building in resilience to heat, flood and severe weather.

#### KEY PERFORMANCE INDICATORS (KPI'S)

- 1,000+ student volunteer hours on environmental projects Trust-wide per year (by September 2026).
- All capital works consider key environmental risks such as severe weather resilience, flooding, water usage and carbon footprint (by September 2026).
- All Academies undertake biodiversity surveys (by September 2027)

- All Academies develop plans to enrich biodiversity (by September 2027)
- 20+ Trust partnerships with external environmental organisations (by September 2027).
- **80%** of Academies participating in local or international sustainability networks (by September 2027).

## THEME 6: STUDENT LEADERSHIP IN ENVIRONMENTAL ACTION

Students are powerful agents of change and must be central to any sustainability strategy. When learners are empowered to lead, their creativity, commitment, and sense of responsibility inspire others and amplify impact. Student-led action fosters ownership, pride, and a lasting culture of environmental consciousness.

At Maltby Learning Trust, we will ensure that students have the platform and tools to initiate, lead, and evaluate environmental initiatives. From forming Eco-Warrior teams to designing posters, running clean-ups, and speaking at events, student voice will be nurtured and celebrated throughout the Trust.

### OBJECTIVES

1. **Eco-Warrior Teams in Every Academy** - Create formal Eco-Warrior groups in each Academy to lead projects, deliver assemblies, monitor progress, and represent student voice at Trust events.
2. **Green Reward and Recognition Schemes** - Introduce incentive schemes that reward students and classes for sustainable behaviours, with Academy-wide leaderboards and awards.
3. **Student-Led Posters and Campaigns** - Support students to design and display posters, lead assemblies, and run awareness drives on topics such as energy saving or biodiversity.
4. **Upcycling and Circular Economy Projects** - Host termly competitions that encourage upcycling and creative reuse, such as building garden planters from plastic bottles.
5. **Community Litter Picks and Civic Action** - Enable students to lead monthly litter-picking and conservation events involving families and the wider community.

### KEY PERFORMANCE INDICATORS (KPI'S)

- Three community clean-up events led by students per Academy per year (by September 2025).
- At least four student-led campaigns or projects per year per Academy (by Spring 2026).
- 100% of Academies with an active Eco-Warrior team (by September 2026).
- At least three upcycling projects completed annually per Academy (by September 2027).

## THEME 7: GREEN SKILLS AND FUTURE CAREERS

As the green economy grows, young people need the knowledge and practical skills to thrive in careers that support sustainability. Whether through renewable energy, sustainable agriculture, eco-engineering, or environmental advocacy, the next generation must be equipped to drive and benefit from a low-carbon future. By integrating green careers education across the curriculum and offering hands-on experiences, we can inspire purposeful ambition and unlock local employment pathways.

Maltby Learning Trust will work with businesses, educators, and community organisations to highlight emerging green sectors and promote vocational opportunities. Through workshops, mentoring, and career pathways aligned with industry needs, we aim to ensure that our students see themselves as part of the solution to climate challenges—capable of creating both economic and environmental value.

## OBJECTIVES

- 1. Green Careers Integration in PSHE and Curriculum**  
Embed modules exploring renewable energy, circular economy, and sustainable agriculture into PSHE and science. Introduce green careers at an early age through interactive content.
- 2. Career Events and Speaker Series**  
Host termly sustainability-focused career days featuring industry professionals. Include Q&A panels, taster sessions, and skills demonstrations.
- 3. Business and Industry Partnerships**  
Collaborate with local green businesses to offer site visits, internships, and apprenticeships. Tailor partnerships to Trust-wide and local economic priorities.
- 4. Vocational Training and Certifications**  
Provide access to recognised pathways in renewable energy, conservation, and eco-construction. Equip students with tangible skills for future employment.
- 5. Student-Led Green Innovation Projects**  
Launch a "Green Leaders" programme to support and reward student innovations in sustainability. Projects may include school audits, campaigns, or design solutions.

## KEY PERFORMANCE INDICATORS (KPI'S)

- All students exposed to green careers at an age appropriate level – these form a core part of career content by Year 10 (by September 2026).
- Green industry partnerships are developed to expose all students to green focused approaches and careers (by September 2026).
- At least one Trust-wide Green Leaders showcase annually (by September 2026).