

John Mason School Climate Action Plan

25/26

In accordance with DfE Sustainability Leadership and Climate Action Plan Guidance (2025)

Area and action	Who	Success when
1. Leadership and Governance		
<ul style="list-style-type: none"> School Sustainability Lead: Appoint a member of the Trust Central Team to oversee climate strategy across all schools. 	CEO	Key staff appointed and cross-Trust meetings x2 per year
<ul style="list-style-type: none"> School-Level Champions: Each school will designate a sustainability lead to coordinate local actions. 	Aidan Conroy	
<ul style="list-style-type: none"> Governance Oversight: The Trust Board's Finance and General Purposes (F&GP) Committee will monitor progress 	CEO lead (COO support)	Termly reporting and integration into strategic planning
2. Vision and Strategic Objectives		
<ul style="list-style-type: none"> Net Zero Commitment and Values Alignment: The plan reflects the Trust's core values—Quality, Opportunity, Collaboration, Ambition, and Community. Sustainability is a Strategy longitudinal theme 		The Trust aims to achieve net zero carbon emissions by 2035

3. Carbon Reduction and Energy Efficiency		
<ul style="list-style-type: none"> • Ensure schools have effective heating, and hot weather mitigation plans in place 	COO and Estates Team HTs	<p>Hot weather plans for staff and students in place in each school</p> <p>Between 5 and 10% reduction in energy use in 25/26 compared to 25/25</p>
<ul style="list-style-type: none"> • Energy Management: <ul style="list-style-type: none"> - Continue joint procurement and contract management to reduce energy costs. 	COO	
<ul style="list-style-type: none"> - Expand use of smart metering and LED lighting. 	COO and Estates Team	
<ul style="list-style-type: none"> - Explore renewable energy installations (e.g. solar panels) and apply for Salix or other green grants. 	COO and Estates Team	
<ul style="list-style-type: none"> • ICT Strategy: Leverage the Trust's ICT strategy and Cyber Essentials rollout to reduce digital energy consumption. 	COO and MSP	
4. Curriculum and Engagement		
<ul style="list-style-type: none"> • Curriculum Integration: Embed climate education across subjects, with emphasis on sustainability, biodiversity, and climate justice. 	Sustainability Lead	Reported activity in Trust Annual Report 2025
<ul style="list-style-type: none"> • Student Voice: Establish Eco Councils in each school to lead initiatives and contribute to Trust-wide planning. 	Sustainability Lead	
<ul style="list-style-type: none"> • Staff Development: Include sustainability in CPD and governance training, building on existing NGA and CST subscriptions. 	HT/ Sustainability Lead	Report on CPD activity to F&GP in autumn 2026

5. Waste and Resource Management		
• Recycling and Procurement:		
- Standardise recycling across all schools.	COO	Recycling in place consistently; contracts reviewed routinely
- Review supplier contracts to ensure alignment with the Trust's carbon net zero strategy.	COO	
- Promote sustainable procurement practices for catering, cleaning, and classroom resources.	COO	
6. Travel and Transport		
• Active Travel Promotion: Develop school travel plans encouraging walking, cycling, and public transport.	HTs	Schools have active School Travel Plan by autumn 26
7. Biodiversity and Grounds		
• Nature-Based Learning: Use school grounds for biodiversity projects and outdoor learning.	School Sustainability Leads	Grounds used and improved
• Community Partnerships: Collaborate with local environmental groups for tree planting and habitat restoration.	School Sustainability Leads/Eco Councils	
8. Monitoring and Reporting		
• Annual Review: Publish a sustainability report alongside the Trust's financial statements.	CEO	Annual Report details changes from previous years and reviews impact of this action plan – autumn 26

• Risk Management: Integrate climate risks into the Trust's Risk Register and mitigation strategy.	COO	Regular review by Risk and Audit Committee of Risk Register
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Climate Justice Explained

Definition: Climate justice is the understanding that climate change is not just an environmental issue, it is also a matter of fairness and equity.

Key Principles of Climate Justice:

- Not everyone is equally responsible for causing climate change.
- Not everyone is equally affected by its impacts.
- Action must be inclusive, protecting and empowering vulnerable communities.
- Solutions must be fair, ethical, and socially responsible.

Why It Matters in Schools:

- Teaches students the social and ethical dimensions of climate change.
- Encourages empathy and civic responsibility.
- Ensures all pupils have a voice in shaping climate solutions.
- Supports a whole-school approach to sustainability.

Climate justice helps build a fairer, greener future for everyone.