



ENVIRONMENTAL ACTION PLAN

2023-2028

This plan will be reviewed annually or in response to changes in legislation		
Created	June 2023	Chief Operating Officer
Last Review		
Approved	July 2023	Proprietor (Board)

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Leadership structure and public stance

Aspect	Recommendation	Detail	Status	Milestone	Impact	Driver / Stakeholder
Further develop the cross-schools sustainability team	COO to bring together sustainability champions from each school and then assess any need for further resources but with the desire to be sustainable, use enhanced committed staff in place.	Produce a list of current staff with sustainability duties and understand any relevant qualifications they have and the progress they have made on sustainability at their school	Ongoing	September 2023 List of teams	Medium	COO
Ensure effective communication of the sustainability strategy to ensure buy-in from throughout the schools' communities and make sure our community is given the opportunity to contribute to the strategy	Establish an EMS committee with representatives from across the TLDS Green teams. Meet at least once each term. Invite one PTA rep from each school. Role to deliver the action plan. Minutes and progress reported to Shareholder board	Group administrator to organise first meeting COO to write terms of reference and agenda	Ongoing	First EMS Group Committee	Medium	COO

Raise the profile of sustainability and engage leaders, Staff and pupils in active contribution towards Thomas's sustainability strategy	<p>Achieve certification to ISO 14001</p> <p>Achieve ECO school status</p> <p>Clapham Head working with the Eden project</p> <p>EPC benchmarking</p> <p>ESOS3 Data benchmarking and recommendations</p> <p>Produce an Education for Sustainable Development (ESD) Strategy</p> <p>Produce a sustainability policy</p>	<p>Ensure sufficient resource is in place to maintain the EMS</p> <p>Education board to develop the draft</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Draft complete</p> <p>Draft complete</p>	<p>Complete by July 30 2023</p> <p>Complete by September 2023</p> <p>Share at first Education Board September 2023</p> <p>Sign off by shareholder board July 2023</p>	<p>High</p> <p>Medium</p> <p>Medium</p>	<p>Pupils/COO/ EMSC/ Heads Shareholders</p> <p>COO / EMSC</p> <p>COO / EMSC</p>
Make climate and sustainability risks and opportunities a central part of the leadership board Agenda	<p>Educate EMSC on environmental compliance and penalties and reputational risk</p> <p>Discuss opportunities, such as collaboration, group procurement policy management of buildings at running items and progress reports to EMSC</p>	EMSC Agenda item	Ongoing	September 2023	Medium	COO / EMSC
Develop effective measures and approaches to track progress across the schools and wider departments towards sustainability goals	<p>Smart targets agreed in EMSC</p> <p>EPC</p> <p>ESOS3</p>	EMSC agenda item	Ongoing	September 2023	Medium	COO / EMSC

Begin voluntary reporting on sustainability, disclose annual performance results, and communicate on progress achieved	EPC ESOS 3 Sustainability targets	Report to shareholder board Sustainability policy section on the TLDS website Through a EMSC community newsletter	Ongoing	December 2023	Medium	EMSC
Identify steps to increase stakeholder representation at the leadership board to celebrate successes, and drive continued improvement in sustainable practice	Operations and education boards now in place	COO and Clapham Head lead on embedding sustainability at leadership level	Complete	Ongoing	High	COO / NaBo
<i>Energy and Carbon Management</i>						
Aspect	Recommendation	Detail	Status	Milestone	Impact	Driver / Stakeholder

Energy	Set/ confirm net Zero target is 2030 achievable?	Produce a carbon management plan and update with any recommendations for improvement <ul style="list-style-type: none"> • Join the 1000+ UK schools that are part of the Let's Go Zero Schools campaign and ultimately aim to reach net zero by 2030 • Work with carbon footprint professionals to set our baseline, measure science-based targets and a formulate a measurable, actionable plan to gradually reach net-zero by 2030 usage 	Ongoing	November 2023 complete CMP Inspired energy appointed EPC, ESOS 3, SCER in progress	High	COO/ CFO/ consultants
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Building and FM	Sustainability requirements to current and new estates, infrastructure and compliance must be linked to the estate's strategy, relevant budgets Sustainable procurement Policy	Plan and gradually implement a switch to 100% renewable energy on school grounds <ul style="list-style-type: none"> • Develop a plan for the installation of insulation, thermostatic radiators and double glazing across all school sites • Ensure that all future building redevelopments engage with a sustainability agenda in decisions around material, designs, heating, ventilation, etc. • Any future development projects should be voluntary, rigorous, and go beyond the standards required by regulation • Build energy efficiency and decarbonisation into all aspects of data and information technology management • Identify and apply sustainability criteria for all future IT procurement 	Ongoing	Ongoing	High	COO/ E&H&SM/ Operations and project teams
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		<ul style="list-style-type: none"> Make sure current plant and statutory compliance is in place (FGAS register) for example BREEAM required grades on new builds 				
Environmental education and pupil voices (empower pupils)						
Aspect	Recommendation	Detail	Status	Milestone	Impact	Driver / Stakeholder
Policy /plan	Produce an Education for Sustainable Development (ESD) Strategy	Education board to develop the draft produced by the COO	Ongoing	Ongoing	High	NaBo / Education board
Partnerships	Use Clapham as benchmark project with Eden project Understand other partnerships or suppliers that can add to the pupils learning experience or curriculum	Education board to confirm relevant opportunities with	Ongoing	Ongoing	High	NaBo/ Education Board

Local green unicorn groups Green committees	We are committed to educating our pupils about the importance of respect for the environment and we promote sustainable development across the Thomas's schools. We recognise that we have a duty to equip our children with the knowledge and skills necessary to look after our planet, to manage the world's resources wisely and to make a positive contribution to improving the areas local to our schools	Continue to improve awareness at each school but develop a collaborative and sharing forum through the EMSC to improve the total group sustainability performance	Ongoing	Ongoing	Medium	COO / NaBo / EMSC / Heads
<i>Diversity, equality and inclusion</i>						
Aspect	Recommendation	Detail	Status	Milestone	Impact	Driver / Stakeholder

Staff and suppliers	Increase the diversity of the supply chain to increase the sustainability of the supply chain - e.g. hire women and BIPOC (Black, Indigenous and People of Colour + Asian) owned business/ suppliers as well as teachers and staff Embraces diversity on board of directors	TLDS has a diverse team across supply chains in house staff and support staff and will continue to promote equality and diversity in the workforce.	Ongoing	Ongoing	Medium	All of our community / CPO/ HR / Director of EDI
	Produce a ESG policy	To be discussed at Shareholder board	Ongoing	Ongoing	Medium	CEO
		Policy required	Ongoing	Ongoing	High	COO / Head of Compliance and Health and Safety
Policy and planning	<ul style="list-style-type: none"> Acknowledge that advancing areas of sustainability and diversity simultaneously will achieve greater progress, as one area simulates the other. Move towards formalising expectations in this area: Undertake annual and ideally independent evaluations for diversity, equity and inclusion at each school 	Rolling Agenda in the EMSC	Ongoing	Ongoing	Medium	EMSC and the community

Pupils	<p>Recognise that educating students with principles of diversity and inclusion will have cascading benefits and stimulate progress in their community and society, also for sustainability</p> <p>Create a healthy, sustainable and positive environment when discussing issues related to environmental sustainability</p> <ul style="list-style-type: none"> Connect community engagement with environmental priorities, e.g. partner with RHS partners for food gardening or other local partners to establish a community food garden 	ESD strategy	Ongoing	Ongoing	Medium	NaBo / Education Board
<i>Food Water and Catering</i>						
Aspect	Recommendation	Detail	Status	Milestone	Impact	Driver / Stakeholder

	Develop a well-publicised sustainable catering charter which considers elements such as food sourcing, transportation, kitchen chemicals, food waste, single-use plastics, recycling, compostable etc.	The schools catering provide have provided the community their Sustainable catering charter Red tractor procurement is the supplier sourcing charter which makes a commitment to buy from local and wider UK farms and suppliers	Complete Complete	Ongoing Ongoing	Medium Medium	COO / Catering supplier
	Run a sustainability audit of current catering practices at each school, including an audit of food waste	To be carried out by Harrison third party environmental audit consultant	Ongoing	September 2023	Medium	Catering provider / COO
	In the short term we will adopt all 'quick wins' and over time, we will develop a plan to increase the proportion of plant-based options	This has started and vegan and vegetarian dishes are noted daily on the menu. snacks are being moved to low sugar and have a plant-based element were possible	Ongoing	Ongoing	Medium	Catering provide / COO / PTA
	Launch water efficiency projects <ul style="list-style-type: none"> Empower pupils to use water sustainably at school and beyond Set a baseline for each school's water footprint, and adopt major reduction targets 	Provide more water stations Promote bring you own water bottles Environmental consultant will monitor and set the baseline	Ongoing	Ongoing	Medium	Catering provider / COO

Education	<p>Explore how to apply principles of the circular economy to all schools</p> <ul style="list-style-type: none"> • Pick a pilot school to experiment with circular processes that design out waste • Review approaches to case and recycling across the schools • Improve bin sorting so that a growing proportion of waste is recycled, reused, repurposed, or composted, etc. 	Include in ESD	Ongoing	Ongoing	<p>Medium</p> <p>Medium</p>	NaBo / Heads / Green Teams
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Waste	<ul style="list-style-type: none"> Promote a culture which encourages the purchase of items which can be reused and recycled and avoids purchasing items for one off uses, and which discourages purchase of emergency items at the last minute. Move towards formalising expectations in this area Review approaches to case and recycling across the schools Improve bin sorting so that a growing proportion of waste is recycled, reused, repurposed, or composted, etc 	<p>Insets and further training on sustainable procurement policy</p> <p>Project for the Battersea facilities manager, who manages waste across the estate. Deputy heads Operations and Green teams to help</p>	Ongoing	Ongoing	Medium	<p>CFO / Finance Operations Manager / COO</p> <p>PaPa / COO/ Deputy Heads</p>
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Contractor Work and Procurement

Aspect	Recommendation	Detail	Status	Milestone	Impact	Driver / Stakeholder
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Uniform	Develop a sustainable school uniform policy which considers the number of different uniforms required throughout the year and for different subjects, the ethical manufacture and transportation of these items, and their reusability ◦ Work with suppliers to ensure sustainable (organic cotton, natural materials, reduce plastics, responsibly made) uniforms	Review current processes	Ongoing	Ongoing	Medium	Head of Marketing / COO / Finance Operations Manager
Procurement	Review purchasing and consumables policy across the schools to ensure sustainability and efficiency Produce a project management, procurement and construction policy	FM Register to be updated to include sustainability check column Write policy	Ongoing	Ongoing	Medium	E&H&SM COO

Travel and transport

Aspect	Recommendation	Detail	Status	Milestone	Impact	Driver / Stakeholder
Emissions	Measure Thomas's cross schools transport-related emissions	Being collated as part of ESOS3. Data provided to consultant	Ongoing	September 2023	Medium	COO / Finance Operations Manager / Consultant

