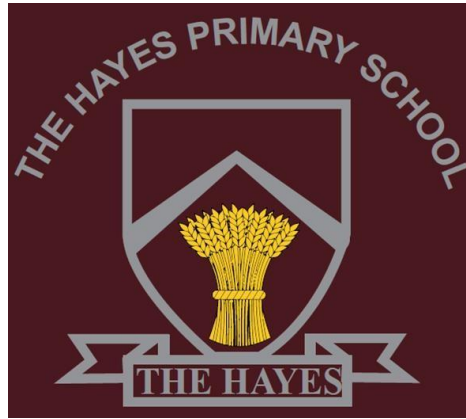




Climate Change and Sustainability Action Plan

The Hayes Primary school is committed to reduce our school's environmental impact and empower students to tackle climate change.

Respect is a key school value at our school:

Respect:

“A strong feeling of approval of somebody/something because of their good qualities or achievements”

“Polite behaviour towards or care for somebody/something that you think is important”

We create opportunities for children to enjoy learning within an environment that nurtures our core values—respect, responsibility, empathy, positivity, self-belief, cooperation, and tolerance—where together we aspire to be the best we can be for ourselves, others, and the world around us.



Our climate change team consists of:

- The Headteacher (Sustainability Lead)
- Assistant Deputy Headteacher (Educational Lead)
- The School Business Manager (SBM)
- Site Manager
- Green Team/Eco Team (pupil group)

The plan is split into three sections:

- Section 1: Vision summary
- Section 2: Commitment to continue with the actions we are already taking
- Section 3: Action Plan for change

Please also see Croydon Council's Climate Change Action Plan – 2030 [PowerPoint Presentation](#)



Vision

We will reduce our environmental impact, prepare pupils for a changing climate, and make our school more resilient, in line with the DfE's sustainability strategy.

Our Priorities (Four Pillars)

Decarbonisation (Energy & Carbon): - Switch to 100% LED lighting by 2027 (outside lighting due) - Reduce energy use by 10% by 2027 (from 2024 baseline). - Explore renewable energy options (e.g. solar panels, new pool cover).	Adaptation & Resilience (Climate Risks): - Complete a climate risk assessment by 2025. - Increase shade in playground (tree planting / awning) by 2026. - Review overheating procedures for classrooms each summer.
Biodiversity & Environment: - Establish a wildflower area by 2026 (front lawn) - Avoid pesticides and support pollinator-friendly planting. - Introduce food waste recycling points in classrooms by 2025.	Climate Education & Engagement: - Map climate change and sustainability across the curriculum by 2025. - Train at least one staff member per year in climate education. - Establish a pupil Eco-Committee to lead projects and share progress.

3. Monitoring & Reporting

- The **Sustainability Lead** reports termly to SLT and annually to governors.
- Annual updates are shared with pupils, parents, and published on the school website.
- Targets reviewed and updated each September.



4. Funding & Support

- Use existing maintenance budgets for small improvements.
- Seek grants and local authority support for larger works (e.g. solar, lighting, pool plant room upgrade).
- Encourage whole school and community involvement and volunteering for planting projects.

5. Quick Wins

2024-2025 wins achieved:

- Switched all classroom lights to LED.
- Ran a pupil "Walk to School Week."
- Set up Eco-Committee and recycling point.
- Food waste separated from general waste.

2025-2026 wins achieved:

- Replace bottled water units with plumbed units.

2026-2027 proposed wins:

- Bid for grants to purchase external playground bins to separate waste.
- Plant more nectar rich wild flowers.
- Organise a 'walking bus' day for pupils to get to school.
- Create shaded areas outside.
- Take part in 'switch off fortnight', 10-23 Nov 2026. An energy saving campaign run by 'The Pod' encouraging schools to educate students about energy usage and to switch off appliances and lights when not in use.

[The Pod | Switch Off Fortnight 2026](#)



The Hayes Primary School commits to continue with the following actions:

DfE Link	Action		Responsibility
Decarbonisation	1	School internal lighting changed to LED bulbs	SBM
	2	Bikeability training offered to all pupils in Upper KS2	UKS2 Teaching Team
	3	Bike parking area available at front of school.	Sustainability Lead
	4	Speak with parents/carers of pupils in Upper KS2 about allowing their children to be responsible for getting themselves to and from school.	Whole school and Parents
	5	Engage and inform the school community about air pollution to help everyone play their part.	Sustainability Lead
	6	Separate recycling from general waste, using separate, clearly labelled recycling bins.	Site Manager
	7	Food waste is separated and collected by Veolia who transform organic materials into valuable resources through innovative processes, including anaerobic digestion, animal feed conversion, and off-site composting	Site Manager and SBM
	8	Paperless communication with parents.	Office Manager
	9	Regular reminders to staff and pupils to switch off all lights, appliances and plugs when not in use.	Sustainability Lead and Eco Team.
	10	Toilet lights set on sensors to reduce usage.	Site Manager
	11	Catering team have a commitment to reduce single use plastic and food waste.	SBM
	12	Continue to provide recycling opportunities for a range of products (i.e. batteries etc.) Items in school recycled/re-used/re-purposed,	SBM and whole school
	13	Second hand uniform shop available to parents.	SBM and PTA
	14	Reduce travel emissions on school trips – consideration to mode of transport is considered and where possible we use the train rather than coach.	SBM
	15	Resources are bought with a 'just in time' mindset ensuring a reduction in over ordering and reducing waste.	SBM
	16	Consideration is given to travel emissions in the supply chain and where possible local suppliers and contractors are used	SBM
	17	Regular reminders for windows and doors to be kept closed when the heating is on to ensure maximum efficiency of insulation and warmth.	SBM and Site Manager
	18	4 new energy efficient air conditioning units installed to replace more carbon-intensive heating systems (gas heating)	SBM
Adaptation and Resilience	1	Water butts used on site to collect rain water for use in gardening.	Site Manager
Biodiversity	1	The school grounds and perimeters are planted with a wide variety of native trees, shrubs, plants and flowers to promote local wildlife that captures more carbon and improves air	SBM



		quality.	
	2	Green spaces utilised well across the school including regular outdoor learning sessions for every pupil and growing and enterprise sessions for all KS2 pupils.	Sustainability Lead
	3	Regular litter picks completed around school site by pupils / green team	Sustainability Lead and Eco-Team
	4	Bug hotels, pollinator friendly areas and a pond area available to support local wildlife.	Site Manager
	5	Wild patches and wild flower areas around the site. More wild flowers planted annually.	Site Manager
	6	Minimal chemicals used within outdoor areas to support wildlife.	Site Manager
	7	Composting of pupils fruit snack waste; food waste separated in classroom and collected for composting.	SBM and office staff
	9	Where possible we do not use any chemicals within our outside space to help wildlife. We work closely with our grounds maintenance team to find alternatives to chemicals	SBM and Site Manager
Climate Education and Green Careers	1	We have a whole school approach which incorporates climate change into the curriculum and school life.	Educational Lead
	2	Through assemblies, lessons and our curriculum plan we encourage changes in behaviours by pupils to support and care for the environment.	Educational Lead
	3	The curriculum in school is designed to teach pupils about nature in their local area, for example learning about different habitats and micro-habitats, weather patterns, life-cycles and food chains in Science and Geography.	Educational Lead
	4	Students are educated about air pollution and how they can reduce their own exposure to pollution and how they can reduce their contribution to it.	Educational Lead
	5	Gardening clubs offered throughout the year.	Educational Lead
	6	Students are involved in looking after green spaces and growing and enterprise projects. There are plant care teams in each KS2 class.	
	7	Teach students about how to reduce/eliminate single-use plastics at home.	Educational Lead
	8	The school lunch menu includes 'meat free' Mondays along with 1 vegetarian and 1 meat option Tuesday – Friday.	SBM
	9	Lunch options are chosen during registration to reduce food waste	SBM
	10	Lunch time is managed to reduce queuing time and to ensure all pupils are given time to eat and time to play to reduce food waste due to pupils feeling they do not have enough time to eat.	SBM
	11	All staff, parents and students are encouraged to use refillable water bottles / coffee cups and reminded to pour leftover water onto the garden.	Sustainability Lead
	12	Complete the school census 'mode of travel' question to provide a baseline of mode of travel to school data.	Sustainability Lead



The Hayes Primary School improvement plan for sustainability and actions for climate change:

DfE Link	Action		Timescale/ Deadline	Responsibility	Results/ Evaluation
Decarbonisation	1	Provide recycling opportunities for an increasing range of products such as soft plastics and encourage them to recycle electronics	From Sept 2026	SBM	Old ICT equipment removed and disposed by licensed contractor
	2	Look to organise a 'walking bus' day How to: organise a walking bus to school	May 2027	Sustainability Lead	
	3	Once purchases have reached end of life, is there an alternative use? Consider take back schemes offered by some of our suppliers.	From Sept 2026	SBM and Site Manager	<i>Buy back offer for old phone system</i>
	4	To explore suitability for installing solar panels across the site.	July 2027	SBM	Working with LA Public Sector Decarbonisation Scheme - GOV.UK (www.gov.uk)
	5	Review common purchases to identify more sustainable alternatives.	From Sept 2026	SBM	All 6 bottled water units removed and replaced across the school.
	6	Ask regular suppliers if they have a carbon reduction plan and Net Zero Target.	From Sept 2026	SBM	New air con installed in 4 classrooms
	7	Identify what is being thrown away in our school. Do a waste audit of classrooms, staff room, dining hall and the school office.	Nov 2026	SBM/Eco-team	
	8	Take part in 'switch off fortnight', November 10th to the 23rd Switch Off Fortnight 2024 - Teacher Guidance - Twinkl	Nov 2026	Educational Lead Teacher	
	9	Staff training in Co2 reduction Free Carbon Literacy training from Let's Go Zero and understanding Climate Action Decarbonisation Plan Guide .	May 2027	Climate change team	
	10	Look to reduce carbon emissions in our buildings by installing reflector panels behind any radiators with space behind	April 2027	Site Manager	<i>Review cost/gain</i>
Adaptation and Resilience	1	Introduce additional shade structures to reduce heat risk and allow time outdoors in hot weather - particularly near the field. https://www.ablecanopies.co.uk/funding-for-schools/	Oct 2026	SBM	<i>Planning permission application for outside 'classroom'</i>



	2	Create policy to relax dress code in periods of hot weather. Hot weather and heatwaves: guidance for schools and other education settings – The Education Hub (blog.gov.uk)	July 2026	Sustainability Lead	<i>Actioned during periods of heatwave following a completed risk assessment</i>
	3	Change taps in bathrooms to be sensor powered to avoid taps being left on as and when they need to be replaced.	From Sept 2026	SBM and Site Manager	
	4	Ensure all sinks have access to sink plugs and staff are encouraged to not wash up under a running tap	Oct 2026	SBM and Site Manager	Ongoing
	5	Develop emergency response plans to build resilience in the school. Emergency planning and response for education, childcare, and children's social care settings - GOV.UK (www.gov.uk) Local Authority The Met Office climate data portal	April 2027	SBM and Sustainability Lead	
Biodiversity	1	Take part in wildlife counts to monitor and record biodiversity on site.	May 2027	Educational Lead Teacher	
	2	Plant nectar-rich flowers and food plants for caterpillars to support pollinators. How to make your garden wilder Rewilding Britain	November 2026	Sustainability Lead	<i>Daffodils on front lawn</i>
	3	Increase our school's knowledge of biodiversity by joining an online biodiversity network. Create new Teacher account Education Nature Park	September 2026	Sustainability Lead	
Climate Education and Green Careers	1	Teach students about how to reduce/eliminate single-use plastics at home.	From Sept 2026	Sustainability Lead	<i>Ongoing</i>
	2	Encourage students and staff to bring plastic free packed lunches.	From Sept 2026	Sustainability Lead	
	3	Find creative ways to incorporate sustainability into more areas of the curriculum, such as PE, Art of History. Teach Outdoors, Education through outdoor learning Institute for Outdoor Learning - Home Schools & Training — Project Rewild Teaching for Sustainable Futures	October 2026	Educational Lead Teacher	
	4	Promote green careers to pupils by ensuring at least 2 green careers are present during careers day.	Jan 2027	Sustainability Lead	
	5	Encourage staff and pupils to use refillable water bottles/thermal mugs and promote practise of pouring leftover water into garden.	Sept 2026	SBM	<i>Ongoing</i>
	6	Students create road signs with air pollution information to	April 2027	SBM	



		display around the school, run a competition.			
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