



Sustainability Policy and Action Plan

Policy Adopted:

Policy to be reviewed:



SUSTAINABILITY POLICY

Statement of Intent

At Brushwood we are determined to achieve high levels of environmental sustainability. We aim to ensure that sustainability is prioritized in the minds and actions of our staff and pupils through effective environmental sustainability education and through positive and impactful sustainability practice.

a) Environmental Sustainability Education

By raising levels of sustainability literacy we will educate our staff and pupils, and their families, about our individual and collective responsibilities. Through a variety of curriculum opportunities, including outdoor education, we will encourage our pupils to enjoy the natural world and also to understand the current impact of human behaviours on our planet. Armed with knowledge we hope all members of our school community will be inspired to take positive action by adopting greener, more sustainable practices.

b) Positive and Impactful Sustainability Practice

As well as raising awareness of environmental issues, we aim to achieve the best possible environmental performance in the way the school is run. By implementing effective sustainability practices we aim to limit the negative impact of our school on the environment, reducing our carbon footprint and improving the quality of our local environment.

Roles and Responsibilities

| Role | Name | Responsibility |
|-------------------------|-------------------|---|
| Headteacher | Jo Robertson | Lead responsibility for the Sustainability strategy, sustainability in the curriculum and reporting to the Governing Body |
| School Business Manager | Claire Smith | Sustainability policy, sustainable procurement, energy use and building practices |
| Sustainability Governor | Angharad Fortgang | Monitoring the school's sustainability practice, supporting sustainability initiatives, reporting to FGB |
| Eco Lead | Maria Ward | Leading Eco Committee, promoting sustainability practices |
| Eco Committee | Pupils | Working toward Eco awards, promoting environmental awareness to the school. |
| Gardening Club | Pupils | Sustainable practices in gardening, Chesham/Britain in Boom competitions. |

Key Priority Areas

Our key priority areas will be Bio-diversity and the Natural environment, Buildings and construction, Community Engagement, Energy and Carbon Management, Food and Catering, Procurement and Third Parties, Travel and Transport, Waste Management and Water Management. Progress made against these target areas can be found in Appendix A. Targets, key actions and key performance indicators can be found in Appendix B – Sustainability Action Plan.

Policy Monitoring and Review

This Sustainability action plan will be reviewed regularly by the School Senior Leadership team and the Governing Body feeding into the School Development P

Appendix A

Progress 2020-2025

Biodiversity and the Natural Environment

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| Pre-2020 | Gardening Club | Children join the optional gardening club and learn about planting, pollination, and composting. Gardening club have won Chesham in Bloom and Chiltern in Bloom awards. |
| 2022/23 | Eco Club | Children join the optional lunchtime club and work on sustainability goals linked to the Schools Green Flag award. |
| 2023/24 | Renovation of wild area | An area of the large field which was formerly a wild area has been re-developed to enable Forest School to be part of the regular curriculum. |
| 2024/25 | Development of Forest School | A old patch of waste ground has been developed into a forest school with a bird hide, sensory plants, campfire, outside kitchen, wood whittling, natural fence building, shelter building and natural crafts. All children in Year 5 spend a session each week in forest school. |

Buildings and Construction

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| 2021/22 | Greenhouse | A new wood and brick greenhouse was built to replace the old one. The greenhouse is now used by gardening club year round. |
| 2023/24 | Insulation | Increased insulation in school buildings to reduce heat wastage |
| 2024/25 | New outside classroom | The outside classroom has been replaced with one suitable for use by a whole class. The outside classroom can also be used by sports spectators, for outside quieter space and for small groups activities. |

Community engagement

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|---------|----------------------------------|--|
| 2023/24 | Chiltern Chalk Stream engagement | School assemblies teaching children about the chalk stream. Eco committee produced posters and leaflets about the chalk stream which were distributed in the town |
| 2023/24 | Junior Dukes awards | Pupils can take part in our Junior Dukes awards where working towards the award includes activities such as litter picking, gardening, fixing bikes, recycling and getting outdoors. |

Energy and Carbon Management

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| 2022/23 | Switch to LED lighting and use of PIRs to reduce electricity costs | Lighting was switched to LEDs in the Library, Admin block, and offices. Lighting in the Music room was switched to LEDs with PIRs in the music room and TRR rooms |
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Food and Catering

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| 2021/22 | Move to new catering company | New food provider AiP have a commitment to using fresh, local (where possible) ingredients, reducing food waste and to being carbon neutral by 2025 |
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Procurement and Third Parties

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|---------|------------------------------|---|
| 2023/24 | Second-hand uniform shop | Agreement with local charity shop to collect and sell our second-hand uniform |
| 2024/25 | PTA sustainability awareness | Agreement with PTA to reduce single use plastics at their events. |

Travel and Transport

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| 2018/19 | Bikeability | Introduction of optional Bikeability courses for Year 4 and 6 to encourage cycling and cycling to school |
| 2021/22 | Construction of new bike/scooter shelter | New, larger bike and scooter shelter built in car park to encourage more walking/cycling to school |

Waste Management

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| 2024/25 | Recycling Assembly | Assembly to introduce new changes to legislation and encourage children to think about how they dispose of their waste. |
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Water Management

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| 2022/23 | Water fountains switched to taps | Water taps installed to reduce water wastage through water fountain use and encourage all children to have a reuseable water bottle at school |
| 2023/24 | Water Cycle wheel | Rainwater collection point built on site to enhance children's learning of the water cycle. |
| 2022/23 | Water collection | 7 water butts on site to collect rainwater, which is then used for watering the vegetable patch and plants around school. |

Appendix B

Sustainability Action Plan 2025-27

| Priority 1 | Bio-diversity and the Natural environment | | | | | |
|--------------------------------|---|------------|-------------|-------|---|-------|
| What are we aiming for? | What are we going to do? | Who leads? | When? | Cost? | What will we see when we've done it? | Notes |
| <i>Environmental education</i> | All children to take part in an assembly on beekeeping and the importance of bees to our natural habitat. | MW | June 25 | £0 | Children will understand the importance of bees to the planet's health. | |
| <i>Sustainable practice</i> | Develop a wildflower and quiet contemplation area | JR | Spring 2026 | £1000 | An area of the site devoted to flower diversity and associated wildlife | |

| Priority 2 | Buildings and construction | | | | | |
|--------------------------------|---|------------|--------|-------|--|-------|
| What are we aiming for? | What are we going to do? | Who leads? | When? | Cost? | What will we see when we've done it? | Notes |
| <i>Environmental education</i> | Year 6 learn about renewable energy sources with a project identifying the best place for solar panels in the school | RL | | | | |
| <i>Sustainable practice</i> | Monthly weather monitoring and heating adjustments to ensure minimisation of heating costs Sept - Mar. Regular reminders re. doors and windows closing. | JA | Sep 25 | £0 | A reduction in heating bills as less energy will be wasted on heating on days when it is not required. | |
| <i>Sustainable Practice</i> | Replace lights in Year 5 block with LEDs and PIRs | CS | Aug 25 | | A reduction in energy usage through more efficient use of electricity | |

| Priority 3 | Community Engagement | | | | | |
|--------------------------------|---|------------|----------|-------|---|-------|
| What are we aiming for? | What are we going to do? | Who leads? | When? | Cost? | What will we see when we've done it? | Notes |
| <i>Environmental education</i> | Create a Sustainability webpage | JR | Jul 25 | £0 | A page on the website to inform parents and potential parents about how we are working towards better sustainability. | |
| <i>Sustainable practice</i> | Invite Newtown School Year 2 to spend time in our forest school area during the summer term | JR | May 2026 | £0 | Children coming up to Brushwood in Year 3 will already have an awareness of Forest school and sustainability practices. | |

| Priority 4 | Energy and Carbon Management | | | | | |
|--------------------------------|--|------------|--------|-------|--|-------|
| What are we aiming for? | What are we going to do? | Who leads? | When? | Cost? | What will we see when we've done it? | Notes |
| <i>Environmental education</i> | Sustainability Theme week children learnt about what their Carbon footprint is and how they can reduce it. | RL | | £1000 | | |
| <i>Environmental education</i> | Carbon footprint | MW | | | | |
| <i>Sustainable practice</i> | Attend a conference of School Leaders on Energy Management and Carbon Reduction Practice | CS | Oct 25 | £50 | Greater knowledge of how to move forward with energy saving practices. Networks with fellow professionals to engage with developing new ideas. | |

| Priority 5 | Food and Catering | | | | | |
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| What are we aiming for? | What are we going to do? | Who leads? | When? | Cost? | What will we see when we've done it? | Notes |
| Environmental education | Year 6 Assembly on sustainable food purchasing and reducing wastage | RL | June 25 | £0 | Understanding the impact of food on the environment and how to shop, cook and eat sustainable food | |
| Sustainable practice | Year 3 food miles | CS | | | | |

| Priority 6 | Procurement and Third Parties | | | | | |
|--------------------------------|--|-------------------|--------------|--------------|---|--------------|
| What are we aiming for? | What are we going to do? | Who leads? | When? | Cost? | What will we see when we've done it? | Notes |
| Environmental education | Eco-committee will continue to work towards the Schools Green Flag Award | MW | 2025-26 | £200 | The Green flag award will show our school's commitment to greener practice and sustainability education. | |
| Sustainable practice | Through regular engagement with UK Schools Sustainability network and the UK SSN operations group build awareness of sustainability practices across the sector to inform our school plans | CS | 2025-26 | £0 | Increased knowledge of the sector best practice and feeding that knowledge to SLT, teachers and governors | |

| Priority 7 | Travel and Transport | | | | | |
|--------------------------------|--|------------|-------|-------|--------------------------------------|-------|
| What are we aiming for? | What are we going to do? | Who leads? | When? | Cost? | What will we see when we've done it? | Notes |
| <i>Environmental education</i> | Walk to school activity Y4 in theme week | | | | | |
| <i>Sustainable practice</i> | Carbon footprint | MW | | | | |

| Priority 8 | Waste Management | | | | | |
|--------------------------------|--|------------|---------|-------|--|-------|
| What are we aiming for? | What are we going to do? | Who leads? | When? | Cost? | What will we see when we've done it? | Notes |
| <i>Environmental education</i> | Introduce pen recycling bin to reduce plastic waste. Classes to collect waste pens and will be rewarded for the best collections | CS | June 25 | £150 | Children will be aware of another form of plastic waste and will understand the means to recycle it. | |
| <i>Sustainable practice</i> | Recycling changes through new government legislation | CS | Mar 25 | £200 | Separate food waste collections, green waste composting in playground and staff room. Greater staff and pupil awareness of how to recycle. | |

| Priority 9 | Water Management | | | | | |
|---------------------------------------|--|-------------------|--------------|--------------|--|--------------|
| What are we aiming for? | What are we going to do? | Who leads? | When? | Cost? | What will we see when we've done it? | Notes |
| <i>Environmental education</i> | Take part in the Chalk Stream Challenge | RL | Summer 25 | £0 | An understanding of the importance of chalk streams and awareness of the habitats | |
| <i>Sustainable practice</i> | Investigate options for sustainable drainage systems (SuDs) on school site | CS | Autumn 25 | TBC | A better understanding of the options around SuDs to target areas affected by flooding | |