

Climate Action Plan

Chelmsford College

1 year plan Sept 2025 – Aug 2026



Carbon baseline: 8043.77 tCo2e **Calculation:** 27/01/2025

GET STARTED					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES	Link to RM	TRACKER
Sign up to the Let's Go Zero campaign By joining this campaign, your school confirms that it is taking action now to reduce its own carbon impact, and that it demands the UK Government help all schools reach this goal by the end of the decade.	Completed 01/10/2024				Complete
Incorporate Net Zero ambitions in Strategic Plan	Completed March 2023			L&G – Established	Complete
Incorporate sustainability in governance arrangements	Start: Sept 2025 Review: July 2026			L&G – Established	Complete
Establish a Sustainability Community	Established Jan 2023	All staff + student rep	Climate and Sustainability Transformation Group + sub-groups	L&G – Emerging	Complete
Develop a Sustainability Strategy & publish targets	Board approved March 2023	Board of Governors	Published on website with Net Zero targets	L&G – Emerging DC&R – Emerging	Complete
Gather views on sustainability	Annual Survey	All staff and students	Survey conducted annually in the Autumn	L&G - Emerging	Complete
Calculate your school's carbon footprint using Count Your Carbon ★	Start: 27/01/2025 Review: Jan 2026		8043.77 tCo2e done on 27/01/2025 Scope 1: 166.42 (Nov 2024) Scope 2: 373.93 (Nov 2024)	DC&R – Emerging	Complete

This free digital tool allows you to calculate the carbon footprint for your educational setting.					
Develop and implement a plan to measure and report all scope 1,2, and 3 emissions				DC&R – Established	Complete
Sign up to the Sustainability Hub for Education A DfE-funded project that enables education settings to start or progress on their sustainability journey. This includes all types of settings from Early Years to Higher Education, offering suggested actions paired with quality-assured resources. You can filter these to show suggestions relevant to your setting based on your teaching age, priorities, how far you've progressed already, estate, and more.	Start: Feb 2025 Review: July 2025		Added 5 th Aug 2025		Complete
Upskill on measuring emissions				DC&R – Emerging	
Modify Estates Strategy in line with net zero targets				E&O – Emerging	

1. Decarbonisation and Energy Efficiency

Calculating and taking actions to reduce carbon emissions and becoming more energy efficient

ENERGY – BEHAVIOUR CHANGE					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES		TRACKER
Monitor energy use on a regular basis through platforms such as Energy Sparks Sign up to Energy Sparks . This online energy-monitoring platform enables schools to visualise their energy usage. Energy Sparks provides student-friendly dashboards and a competitive element between signed-up schools to reduce their consumption and thus make great savings.	Start: Sept 2025 Review: July 2026	Gary Holland			In progress
Implement strategies to reduce energy use utilising renewable energy sources Give staff clear instructions on how to manage heating in their classrooms, e.g. ensure all teachers know where TRVs are or how to control their classroom thermostat, when to open windows and how to be proactive rather than reactive to overheating issues.	Start: Sept 2025 Review: July 2026	Rachel Harrington	Project Nexus established to gamify behaviour change to raise awareness of climate change and reduce energy consumption New version needs to be developed due to new Unit-e system replacing the in-house system Nexus was developed on	E&O – Emerging E&O – Leading	In progress

ENERGY – BUILDINGS & INFRASTRUCTURE					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES		TRACKER
Investigate the potential for solar panels Investigate solar providers: aim to compare quotes from at least 3 different providers to check you are getting value for money and pricing that works well for you. Providers we recommend checking with: Solar for Schools & Eden Sustainable. (Note: There is a Let's Go Guide for this action)	Start: Sept 2025 Review: July 2026	David Warnes, Gary Holland	Heat decarbonisation plan identified potential for 550 panels at a cost of £300,000 across the campuses Awaiting future version of the PSDF to proceed Alternative option via a Power-Purchase agreement being explored	E&O – Emerging	In progress
Investigate potential for ground/air source heat pump e.g. LCSF & PSDS Have a professional assess the suitability of your school site for a ground or air source heat pump. You may be able to apply for funding for this,	Start: Feb 2025 Review: July 2025	David Warnes, Gary Holland	Heat Decarbonisation Plan identified that Ground Source Heat Pumps would be financially unviable due to extensive cost of groundworks needed and limited space available Air Source Heats pumps would not provide the required energy savings given the fact the current boilers are relatively new	E&O – Emerging	

for example through the Low Carbon Skills Fund (LCSF). Government grants are often published on the SALIX website.					
Develop a fossil fuel divestment plan	Completed Dec 2024	Gary Holland	Heat Decarbonisation plan completed Jan 2025	P&E – Leading	Complete
Replace remaining lights with LED lighting Replace any remaining older lighting fixtures with LEDs and install motion sensors in any high traffic areas. The DfE suggests LED installation can reduce energy consumption from lighting by over 84%.	Start: Sept 2025 Review: July 2026	Gary Holland	Heat decarbonisation plan identified potential cost of £92,600 to upgrade 100% of lighting to LED. All planned improvement works include provision for LED conversion and this iterative approach will continue until any PSDF monies are available for a large-scale implementation.	E&O – Emerging	In progress
Apply for funding to improve energy efficiency	TBC	David Warnes	PSDF now terminated, awaiting for successor grant	E&O – Established	In progress

PROCUREMENT					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES		TRACKER
Develop a Sustainable Procurement Policy to consider carbon footprint and environmental practices of the services/companies we use Develop a sustainable procurement policy to minimize environmental and social harm, ensure energy-efficient electrical purchases, and prioritize eco-friendly, low-carbon suppliers. Use a traffic light system to compare cost, performance, and sustainability before purchasing. See example procurement policy .	Start: Sept 2025 Review: Jan 2026	Charlie Miles Gary Holland Debs Hurst	Procurement Officer appointed Aug 2025 Work on a Sustainable Procurement Policy and Strategy to begin Autumn 2025	P&E – Established	In progress
Promote local sourcing of goods to minimize transport-related emissions and encourage bulk purchasing to further reduce shipping impacts.	Start: Sept 2025 Review: Jan 2026	Gary Holland, Neil Daniels Charlie Miles	As above		In Progress

FOOD					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES		TRACKER
Arrange a menu consultation through external organisation, e.g. ProVeg Consider where and how plant-based meals are displayed on menus to reduce bias against these options, e.g. by making the vegetarian offer the default or first in the list, and the meat-option as the alternative. Send off your menu to ProVeg for a menu consultation and advice on improving the planet friendly options.	Start: Sept 2025 Review: July 2026	Neil Daniels Charlies Miles			
Complete a single use plastics and takeaway cup audit and implement actions for their removal / reduction	Completed 2023-24	Neil Daniels Charlie Miles	All single use plastics removed in 2023-24	E&O – Emerging	Complete
Start or improve composting and food waste facilities (onsite) Snack time fruit can easily be collected and taken out on a daily basis.	Start: Sept 2025 Review: July 2026	Neil Daniels Charlies Miles			
Have your leftover canteen stock collected through Olio so it can be shared with the wider community.	Start: Sept 2025 Review: July 2026	Neil Daniels Charlie Miles			
Negotiate with food suppliers, sustainable food options (including an assessment of food miles and seasonality into catering procurement) Include food miles as part of the assessment criteria for your school catering procurement. Aim to reduce the food miles as far as possible, to save carbon and support local businesses.	Start: Sept 2025 Review: July 2026	Neil Daniels Charlie Miles	CM working with Brakes on reducing food mileage	P&E – Emerging	In progress

TRANSPORT					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES		TRACKER
Implement travel policy to reduce emissions from commuting to/from campus Consult staff on commuting. Ask staff how you can best support them to reduce their commuting emissions. Explore options including cycle-to-work schemes and salary sacrifice schemes (for electric bikes or other vehicles and for annual travel passes).	Start Nov 2023 Review Nov 2025	David Warnes	Green Travel Plan introduced in Jan 2024	E&O – Established	Complete
Run active travel campaigns e.g. Modeshift STARS Participate in the three annual Active Travel Weeks: Living Streets, Sustrans Big Walk and Wheel and Cycle to School Week. Aim for these events to trigger a permanent shift to sustainable travel from students who live locally enough to do so.	Start Jan 2025 Review Aug 2025	Gary Holland	Accredited with ModeShift Stars - Bronze Award		Complete
Monitor air quality around College Sign up for Asthma and Lung's Clean Air Champions for a free air quality monitor and access to a range of resources linked to the curriculum.	Start: Sept 2025 Review: Jan 2026	Gary Holland			
Consider environmental impact of College trips and reduce long-haul travel by air Reduce the distance or investigate more sustainable travel options.	Start: Sept 2025 Review: July 2026	David Warnes		E&O – Leading	
Replace school vehicles with EV Once at the end of their life, replace any existing school vehicles with electric vehicles (Might consider leasing).	Start: Sept 2025 Review: July 2026	Debs Hurst Charlie Miles	Options for purchase / leasing EV minibuses to be reviewed		In progress

WASTE					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES		TRACKER
Set and implement targets to reduce waste on campus Become a Plastic Free School through the great campaign run by Surfers Against Sewage.	Start: Jan 2023 Review: Jan 2026	Gary Holland	Target 85%, currently 79% (June 25)	E&O – Established	In progress
Promote Sustainable fashion shop and host events like “swap days” for students and staff to exchange clothes	Start: Sept 2025 Review: Jan 2026	Alice King		E&O – Established	In Progress
Create reuse programs for electronics, furniture, and other materials Consider using the School Resources Exchange sources site: School Resources Exchange - SELL BUY SWAP (school-resources-exchange.co.uk)	Start: July 2025 Review: July 2026	Gary Holland	Auction house options	E&O – Established	In progress

2. Climate adaptation and resilience

Taking actions to reduce the risk of flooding and overheating and to future-proof scarce resources for potential shortages

WATER, ADAPTATION AND RESILIENCE					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES		TRACKER
Develop a Climate Adaptation/ risk management Policy Write a heat wave policy to address issues such as uniform, PE, sunscreen and outdoor learning. Consider adopting the joint union heatwave protocol including short term, medium term and long term measures. Get flood warnings by phone, text or email via the gov.uk website or sign up to receive weather warnings from the Met Office	Start: Feb 2025 Review: July 2025	Andy Pierce	Risk Assessment completed	L&G – Established	Complete
Consider installing heat reflective measures in classrooms that experience overheating (focus on south, east and west facing) Assess the need for solar shading on south/west/east-facing classrooms. Look at the most effective measures based on the amount of sunlight, e.g. external blinds/ awnings. Solar film can be used but may cause heat retention as well and limit light into classrooms.	Start: Jan 2026 Review: July 2026	Gary Holland	Getting quotes to reduce sun glare		
Consider measures to increase adaptation to flooding risks e.g. SUDS Sustainable drainage systems (SuDS) can be installed to manage water flow and reduce the risk of flooding, unless clear evidence suggests that this would be inappropriate. Some techniques for implementing SuDS include: Rain gutter planters, rain garden, green roofs, permeable pavements and water storage (e.g. rainwater harvesting).	Start: Jan 2026 Review: July 2026	Gary Holland			

3. Biodiversity and Green Infrastructure

Creating habitats and adopting practices that will enhance species diversity on the school estate and beyond

NATURE					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES		TRACKER
Conduct a biodiversity audit	Start: Sept 2025 Review: Jan 2026	Gary Holland		D&C – Emerging	
Develop and implement biodiversity-positive approaches to estates management	Start: Sept 2025 Review: Jan 2026	Gary Holland	Biodiversity Strategy & Action Plan	E&O – Leading	
Explore outdoor learning grants A great resource for this is on the Learning through Landscapes funding page . You can receive £500 worth of outdoor equipment from a catalogue of over 100 items, including raised bed planters, loose parts kits, waterproof clothing, gardening kits, log seats, ground cover kits, and more.	Start: Sept 2025 Review: Jan 2026	David Warnes,			
Train site manager in benefits of ecofriendly estate management practices e.g. no pesticides and herbicides Speak to your contracted estate management team or your site manager, if appropriate, about sustainable estate management practices. This can include avoiding the use of pesticides and herbicides as well as taking up no-mow practices in agreed areas.	Start: Sept 2025 Review: Jan 2026	Gary Holland			
Increase planting of available areas Identify areas in your school grounds which could accommodate planting. This could be natural planting such as hedgerows, trees and wildflower meadows or native plants in borders, planters or pots. Consider adding more planters to concrete areas in the playground.	Start: Sept 2025 Review: Jan 2026	Gary Holland			
Work with local council / businesses to develop biodiversity	Start: Sept 2025 Review: Jan 2026	Gary Holland		P&E – Leading	

4. Climate Education, Green Skills and Green Careers

Ensuring the education you provide gives knowledge-rich and comprehensive teaching about climate change, and that your teaching staff feel supported to offer this

CULTURE, GREEN SKILLS AND CAREERS					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES		TRACKER
Incorporate sustainability into CPD and professional practise Investigate appropriate CPD opportunities for staff Such as Climate FRESK and a list of staff training opportunities compiled by MoEE .	Start: Sept 2025 Review: July 2026	Penny Petch Roney Brooks	Earthrise Studio's 'the Breakdown' to be incorporated into Staff Induction training	TL&R – Established	In progress
Access the Climate Ambassadors scheme Connect with Climate Ambassadors and collaborate with Student Sustainability Ambassadors to support sustainability initiatives in the school.	Completed Jan 2025	David Warnes	Principal is registered as a climate ambassador		Complete
Audit Curriculum against SDG's using the Responsible Futures platform	Start: Sept 2025 Review: July 2026	Directors of Campus		TL&R – Leading	
Deliver Carbon literacy training to all staff and students	Start: Sept 2025 Review: July 2026	T&LSC's	Earthrise Studios 'the Breakdown' completed by c600 students (c25%) Awaiting funding for staff	TL&R – Emerging	In progress
Engage teaching and learning community with ESD	Start: Sept 2025 Review: July 2026	T&LSC's		TL&R – Emerging	
Include sustainability in learner progression and IAG	Complete Nov 2024	Sarh-Jane Easdown	Annual Green Skills Careers and Jobs Fair	TL&R – Emerging	Complete
Participate in Global Goals Teach in	Start: May 2025: Review July 2026	Claire Wood	Participated in 2025	TL&R – Established	Complete
Establish ESD partnerships	Start: Sept 2025 Review: July 2026	T&LSC's		TL&R – Leading	
Create an ESD action plan	Start: Sept 2025 Review: July 2026	T&LSC's		TL&R – Established	
Measure ESD outcomes and impact	Start: Sept 2025 Review: July 2026	T&LSC's		TL&R – Leading	

5. Partnerships and engagement

Ensuring the college is connected to other organisations and partners to share best practice and learn from others

PARTNERSHIPS					
ACTION	TIMEFRAME	STAKEHOLDERS	NOTES		TRACKER
Facilitate knowledge sharing and collaboration with other colleges	Completed Nov 2024	David Warnes	Member of AoC Sustainability Reference Group		Complete
Join or establish a climate action network with local council	Completed Jan 2025	David Warnes	Member of ESCAN – Essex Climate and Sustainability Network	P&E – Established	Complete
Sign the SDG Accord	Completed Jan 2023	David Warnes	Signed in Jan 2023	P&E – Established	Complete
Join Communities of Practice and network groups	Completed July 2023	David Warnes	Member of SustainFE community of practice	P&E – Emerging	Complete
Sign race to zero for universities and colleges	Completed Jan 2023	David Warnes	Signed in Jan 2023	P&E – Emerging	Complete
Apply for Green Gown Award	Completed June 2024	Rachel Harrington	Highly commended in the 2024 awards	P&E – Leading	Complete
Share Carbon Footprint data collection approach as model to other colleges	Completed Nov 2024	Gary Holland	Methodology published on website and shared at SustainFE meeting	DC&R – Leading	Complete

6. Key Performance Indicators

KPI's					
Strategic Goal	Objective	Lead	KPI	Data	TRACKER
Emissions	Reduce Scope 1 & 2 emissions	Gary Holland	25% reduction in 2024-25 (Reduce total emissions by 75% by 2035)	35% reduction in 2023-24 (Co2 per staff)	
Community	Play an active part in communities of practice to share and learn from best practice	David Warnes			
Culture	Adopt behavioural changes across the college community (staff and students) that reduce carbon emissions	Tim Grimwood Rachel Harrington	% reduction in printing use % of pledges made on the Nexus app		
Campus	Reduce energy consumption across the college estate Align college procurement with sustainability objectives	Gary Holland Charlie Miles	XX% reduction in lighting energy use through the installation of LED lighting XXX	Baseline 2024-25: MS = 253.4 MWh PR = 154.9 MWh	
Curriculum	Raise awareness of sustainability & climate change Develop construction learners' skills linked to 'dark' green occupations	Alice King Wendy Johnson	90% of students completing climate awareness training 80% of construction students complete green skills qualification (280 students)	25% in 2024-25 0% in 2024-25	
Careers	Promote understanding of current and future 'green' jobs and careers	Sarah-Jane Easdown	>2000 young people attending the Green Skills Careers and Jobs fair	1,500 in 2024-25	
Collaboration	Develop collaborate partnerships with other colleges, providers and stakeholders to enhance our green skills provision	Phil Clark	Lead a GSAP (Green Skills Advisory Panel) for Essex	New	



Registered number: 05062574/ Charity number: 1104153

The Peak, 3rd Floor 5 Wilton Road, London, SW1V 1AP

Prepared by: William Cappuyns - Climate Action Advisor (London)



www.letsgozer.org