



CLIMATE ACTION PLAN

Holy Trinity CofE Primary School

July 2026 - Version 1.0

Prepared by eco-soar - Environmental Sustainability Consultancy

eco-soar
Hassle Free Carbon Reporting





Executive Summary

Holy Trinity CE Primary School is committed to preparing pupils for a sustainable future whilst reducing the environmental impact of its own operations. This Climate Action Plan provides the strategic framework that will guide environmental improvement between 2026 and 2030. It has been developed following completion of the school's baseline Carbon Footprint Report, Sustainability Audit and existing Climate Action Plan, ensuring that future actions are evidence-led rather than aspirational.

The Carbon Footprint Report established the school's first greenhouse gas baseline and identified procurement, waste and gas heating as the principal emission sources. The Sustainability Audit recognised positive foundations in carbon measurement, water management and staff engagement, whilst identifying governance, travel planning, energy management and biodiversity as priorities for improvement. This document does not repeat those reports; instead it explains how Holy Trinity will respond to them through a coordinated programme of improvement.

By embedding sustainability into leadership, curriculum, estate management and everyday decision-making, Holy Trinity aims to strengthen climate resilience, improve operational efficiency, reduce emissions and create meaningful learning opportunities for every pupil.



“We are committed to embedding sustainability throughout Holy Trinity and preparing every pupil for a more sustainable future.”

Mrs Alison Whittaker,
Head Teacher, Holy Trinity CofE Primary School



Our Key Targets by 2030

Our commitment towards a more sustainable future

 Reduce carbon emissions by 24%	 Sustainability fully embedded
 Reduce energy consumption by 12%	 Biodiversity Action Plan delivered
 Increase recycling rate to 50%	 Implement Sustainable Procurement Policy
 Annual Carbon Footprint reporting	 Sustainability embedded across curriculum
 Annual Sustainability Audit completed	 Annual Governor Sustainability Report
 Climate Action Plan reviewed annually	 Continuous improvement framework established

These targets summarise the principal outcomes of this Climate Action Plan and will be reviewed annually as part of the school's continuous improvement framework.

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CLIMATE ACTION PLAN

Holy Trinity CofE Primary School – Plan Period 2026 - 2030

Purpose of this Climate Action Plan

This Plan is the school's implementation strategy. It translates the findings of supporting evidence into a clear long-term direction for environmental improvement. It should be reviewed annually alongside the Carbon Footprint Report and Sustainability Audit and used by governors, senior leaders and staff to monitor progress, allocate resources and demonstrate continuous improvement.

This Climate Action Plan should be read alongside the school's Carbon Footprint Report and Sustainability Audit. Those documents establish the evidence base; this Plan provides the strategic response. Detailed implementation actions, responsibilities, timescales and performance indicators are contained within the later implementation section of the Climate Action Plan to avoid duplication and provide one clear delivery framework.

Alignment with the Department for Education

This Climate Action Plan has been structured around the Department for Education Sustainability and Climate Change Strategy and reflects the key themes expected within a school Climate Action Plan:

Leadership and Governance



Carbon Reduction



Climate Adaptation and Resilience



Biodiversity and Nature Recovery



Climate Education and Green Careers



Monitoring, Reporting and Continuous Improvement





Holy Trinity Sustainability Vision

Guided by the school's Christian vision of '*Life in all its fullness*', Holy Trinity will become a climate-ready school where sustainability is embedded throughout leadership, learning, estate management and community engagement.

The school will seek continual improvement by reducing environmental impacts, protecting natural resources, enhancing biodiversity and equipping pupils with the knowledge, skills and confidence to contribute positively to a more sustainable future.



CLIMATE ACTION PLAN

Holy Trinity CofE Primary School – Plan Period 2026 - 2030

Current Position

This section provides a concise snapshot of Holy Trinity CE Primary School's current sustainability position. It summarises the findings of the Eco-Soar Carbon Footprint Report and Sustainability Audit rather than repeating them, establishing the evidence base that informs the strategic priorities within this Climate Action Plan.



Holy Trinity Sustainability Snapshot



Baseline Emissions

168.31
tCO2e



Largest Emission Source

41 %
Procurement



Largest Operational Source

Gas Heating



Energy Use

171,052
KWH



Overall Audit Scoring

Developing
(32%)



Priority Focus Areas

- Governance
- Energy
- Biodiversity

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IMPLEMENTATION FRAMEWORK

LEADERSHIP AND GOVERNANCE

Current Position

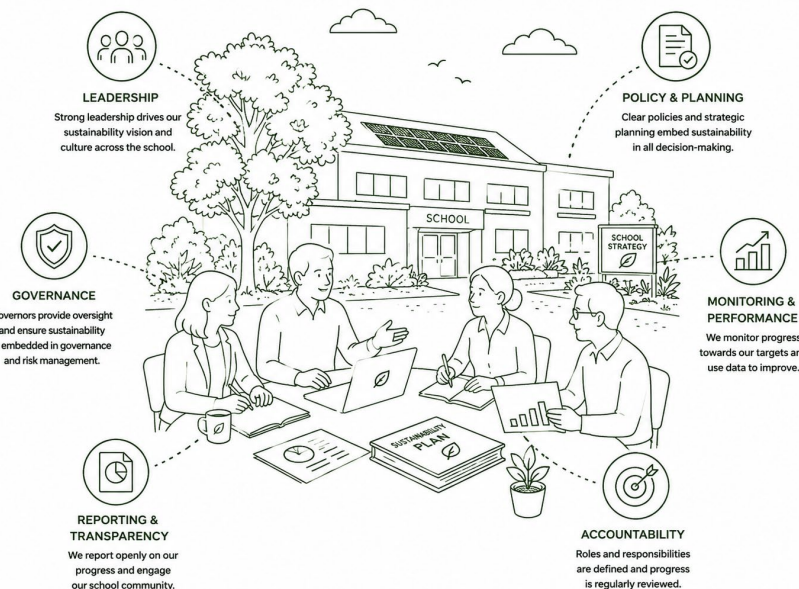
The Sustainability Audit identified Governance and Compliance as the weakest area. Sustainability activity is taking place, but responsibilities, reporting arrangements and long-term oversight are not yet formally embedded. The school already has enthusiastic sustainability leaders and a willingness to improve, the next step is to become fully embedded within governance and school improvement planning.

Strategic Direction

Holy Trinity will embed sustainability within leadership, decision-making and performance management. Governors will receive an annual sustainability update supported by the Carbon Footprint Report, Sustainability Audit and Climate Action Plan review. Sustainability objectives will be incorporated into the School Improvement Plan and progress reviewed through measurable KPIs.

2030 Ambition

By 2030 sustainability will be fully embedded within the school's governance arrangements, with clear leadership responsibilities, annual reporting, measurable KPIs and sustainability integrated into strategic decision-making and school improvement planning.



Strategic Priorities

- Nominate a Governor Sustainability Lead.
- Review this Climate Action Plan annually.
- Publish an annual sustainability progress update.
- Embed sustainability within school improvement planning.



CLIMATE ACTION PLAN

Holy Trinity CofE Primary School – Plan Period 2026 - 2030



LEADERSHIP - IMPLEMENTATION FRAMEWORK

This framework translates findings from the Sustainability Audit and Carbon Footprint Report into practical, measurable actions tailored to Holy Trinity and aligned with DfE  Sustainability and climate Change Strategy.

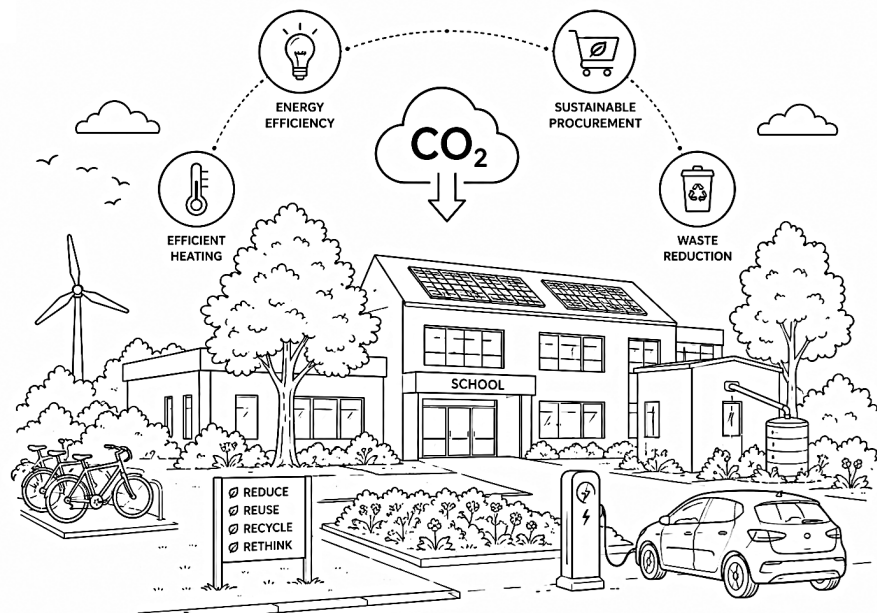
Objective	Detailed Action	Evidence / Justification	Priority	Lead	Timescale	KPI	Success Measure	Review
  Embed Sustainability Governance	Appoint a named Governor Sustainability Lead to oversee delivery of the Climate Action Plan and receive annual progress.	Sustainability Audit	High	Chair of Governors	Autumn 2026	Champion appointed	Annual report presented	Annual
  Strengthen Governance Oversight	Embed sustainability as a standing agenda item within governor and senior leadership meetings.	Sustainability Audit	High	Headteacher	Autumn 2026	Governor minutes	Termly discussion	Termly
  Embed Sustainability into Policy	Approve a Sustainability Policy linked to the School Improvement Plan.	DfE Sustainability and Climate Change Strategy	High	SLT	Spring 2027	Policy approved	Policy published	Annual
  Performance and KPI Monitoring	Develop and maintain a sustainability dashboard using carbon, energy, waste and water performance.	Carbon Footprint Report	High	Business Manager	Academic Year 2026/27	Dashboard	Termly KPI review	Termly
  Roles and Accountability	Assign named leads for each DfE theme.	DfE Sustainability and Climate Change Strategy	Medium	Headteacher	Autumn 2026	Lead matrix	Roles agreed	Annual
  Annual Reporting	Complete annual Carbon Footprint Report and Sustainability Audit review.	Carbon Footprint and Climate Change Strategy	High	Sustainability Lead	Annually	Reports updated	Evidence of improvement	Annual
  Continuous improvement	Refresh the Climate Action Plan every year based on evidence.	DfE guidance	Medium	Governors	Annually	Updated plan	Plan approved	Annual

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CLIMATE ACTION PLAN

Holy Trinity CofE Primary School – Plan Period 2026 - 2030



Strategic Priorities

- Implement an Energy Management Plan.
- Optimise heating schedules and controls.
- Embed sustainable procurement principles.
- Reduce waste before recycling.
- Assess opportunities for future renewable energy.

IMPLEMENTATION FRAMEWORK

DECARBONISATION (Carbon Reduction)

Current Position

The Carbon Footprint Report established a baseline of 168.31 tCO₂e and identified procurement, waste and gas heating as the principal emission sources. Energy consumption is broadly in line with comparable primary schools, however, significant opportunities remain to reduce emissions through improved heating controls, procurement practices and waste reduction.

Strategic Direction

The school will prioritise practical, cost-effective carbon reduction measures that deliver measurable environmental and financial benefits. Annual carbon reporting will monitor progress against the baseline, while energy management, sustainable procurement and waste reduction become embedded within everyday operations.

2030 Ambition

By 2030, Holy Trinity will have significantly reduced operational carbon emissions through efficient energy management, sustainable procurement, waste prevention and continuous annual carbon reporting, creating a culture of continual improvement across the school.



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Holy Trinity CofE Primary School – Plan Period 2026 - 2030



DECARBONISATION - IMPLEMENTATION FRAMEWORK

This framework translates findings from the Sustainability Audit and Carbon Footprint Report into practical, measurable actions tailored to Holy Trinity and aligned with DfE  Sustainability and climate Change Strategy.

Objective	Detailed Action	Evidence / Justification	Priority	Lead	Timescale	KPI	Success Measure	Review
  Reduce Gas Use	Optimise heating schedules, temperatures and zoning while monitoring monthly gas use.	Gas accounts for the largest operational carbon emission	High	Site Manager	2026/27	Annual Gas consumption (kWh)	5% reduction	Monthly
  Improve Energy Efficiency	Complete remaining LED upgrades and optimize lighting controls and occupancy sensors.	Sustainability Audit identified energy efficiency opportunities	High	Site Manager	Spring 2027	LED lighting (%)	100% LED installed	Annual
  Monitor Energy	Monitor monthly electricity and gas consumption against the carbon baseline and investigate.	Carbon Footprint baseline established	High	Business Manager	Autumn 2026	Electricity and Gas consumption (kWh)	Monthly reports	Monthly
  Sustainable Procurement	Embed sustainable procurement principles within purchasing decisions.	Procurement .contributes 41% of total emissions	High	Business Manager	2026/2027 Academic Year	Sustainable Procurement Checklist implemented	Applied to significant purchases	Annual
 Supplier Engagement	Engage key suppliers to reduce packaging, improve environmental performance and carbon reduction.	Supply chain identified as a significant Scope 3 emission source	Medium	Business Manager	Spring 2027	Number of key suppliers engaged	Key suppliers engaged	Annual
  Waste Prevention	Prioritise reducing waste generation before increasing recycling.	Waste management contributes 32% of emissions.	High	Site Manager	2026/2027 Academic Year	Waste generated (kg)	Reduction in waste generated	Termly
  Renewables	Undertake feasibility review for future solar PV and other low-carbon technologies.	No on-site renewable energy currently installed	Low	Governors	2028 Review	Renewable Energy Feasibility study completed	Business case completed	Once

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CLIMATE ACTION PLAN

Holy Trinity CofE Primary School – Plan Period 2026 - 2030



CARBON MANAGEMENT - IMPLEMENTATION FRAMEWORK

This framework translates findings from the Sustainability Audit and Carbon Footprint Report into practical, measurable actions tailored to Holy Trinity and aligned with DfE  Sustainability and climate Change Strategy.

Objective	Detailed Action	Evidence / Justification	Priority	Lead	Timescale	KPI	Success Measure	Review
  Carbon management	Update the annual Carbon Footprint Report	Carbon footprint baseline established and monitored against	High	Sustainability Lead	Annually	Annual carbon emissions (tCO2e)	Annual reduction against baseline	Annual
  Carbon Reduction Targets	Review and approve annual carbon reduction targets aligned to the 2025/2026 baseline	Carbon Footprint Report recommendations	High	Governors	2026/ 27 Academic Year	Annual reduction target (%)	Target achieved or exceeded	Annual



IMPLEMENTATION FRAMEWORK

CLIMATE ADAPTATION AND RESILIENCE

Current Position

The DfE expects schools to prepare for the impacts of climate change alongside reducing carbon emissions. Holy Trinity's estate already provides opportunities to strengthen resilience through biodiversity enhancement, natural shading, sustainable drainage and outdoor learning.

Strategic Direction

Climate resilience will be embedded within estate planning and asset management by considering overheating, heavy rainfall, drought, flooding and severe weather when designing maintenance, refurbishment and future improvement projects.

2030 Ambition

By 2030 Holy Trinity will operate a climate-resilient estate, with improved biodiversity, effective water management, increased natural shading and routine climate risk assessments informing future investment decisions.



Strategic Priorities

- Complete an annual climate risk review.
- Improve natural shade through tree planting.
- Monitor water consumption and leaks.
- Review drainage and estate resilience.



CLIMATE ACTION PLAN

Holy Trinity CofE Primary School – Plan Period 2026 - 2030



CLIMATE ADAPTATION AND RESILIENCE - IMPLEMENTATION FRAMEWORK

This framework translates findings from the Sustainability Audit and Carbon Footprint Report into practical, measurable actions tailored to Holy Trinity and aligned with DfE  Sustainability and climate Change Strategy.

Objectives	Detailed Action	Evidence / Justification	Priority	Lead	Timescale	KPI	Success Measure	Review
  Heat resilience	Assess overheating areas and improve natural shading through planting.	Climate Risk Assessment and DfE Adaptation Strategy	Medium	Site Manager	2026/2027 Academic Year	Assessment	Reduced overheating	Annual
  Flood resilience	Inspect drainage systems, gutters and rainwater management before each winter period	Estate condition Review	High	Site Manager	Annually	Annual inspection completed	Reduced disruption	Annual
  Water resilience	Monitor water consumption, investigate leaks and promote efficient water use	Water consumption baseline	Medium	Site Manager	2026/ 2027 Academic Year	Annual water consumption (m³)	Reduced consumption	Termly
  Business continuity	Include climate-related risks within emergency planning.	School climate risk assessment	High	Headteacher	Autumn 2026	Plan updated	Annual exercise	Annual
  Estate planning	Embed climate resilience within all future estate improvements.	Climate Action Plan recommendations	Medium	Governors	Ongoing	Projects reviewed	Resilience embedded	Annual





Strategic Priorities

- Implement a Biodiversity Action Plan.
- Expand pollinator-friendly habitats.
- Increase native planting.
- Engage pupils in annual biodiversity monitoring.

IMPLEMENTATION FRAMEWORK

BIODIVERSITY AND NATURE RECOVERY

Current Position

The Sustainability Audit identified biodiversity as a significant opportunity for enhancement. The school's existing Climate Action Plan already includes proposals for hedgerows, wildflower areas, food growing, Forest School and outdoor learning, providing a strong foundation for a formal Biodiversity Action Plan.

Strategic Direction

The school will use its grounds as a living classroom, enhancing habitats for wildlife while supporting curriculum delivery, pupil wellbeing, climate resilience and outdoor learning.

2030 Ambition

By 2030 Holy Trinity will have a fully implemented Biodiversity Action Plan delivering measurable habitat improvements, increased biodiversity, enhanced outdoor learning opportunities and active pupil participation in protecting and monitoring nature.



CLIMATE ACTION PLAN

Holy Trinity CofE Primary School – Plan Period 2026 - 2030



BIODIVERSITY AND NATURE RECOVERY - IMPLEMENTATION FRAMEWORK

This framework translates findings from the Sustainability Audit and Carbon Footprint Report into practical, measurable actions tailored to Holy Trinity and aligned with DfE  Sustainability and climate Change Strategy.

Objective	Detailed Action	Evidence / Justification	Priority	Lead	Timescale	KPI	Success Measure	Review
  Biodiversity Action Plan	Produce and implement a Biodiversity Action Plan covering habitats, species, monitoring and outdoor learning.	Audit identified opportunity; existing CAP includes hedgerows and wildflowers.	High	Sustainability Lead	Spring 2027	Biodiversity Action Plan approved	Annual review completed	Annual
  Habitat creation	Create wildflower meadow, bug hotels, bird boxes and pollinator planting.	Existing school CAP	High	Site Manager	2026-2028	New habitats established	5+ new habitats	Annual
  Native planting	Plant native hedgerows and trees to improve biodiversity and shade.	Existing CAP	Medium	Site Team	Ongoing	Trees/hedges planted	Annual increase native planting each year	Annual
  Food growing	Expand fruit and vegetable gardens for curriculum learning.	Existing CAP	Medium	Teachers	2027/2028 Academic Year	Classes engaged	Whole-school involvement	Termly
 Outdoor learning	Increase curriculum delivery within outdoor spaces.	Audit findings	Medium	SLT	Ongoing	Outdoor sessions	Each year group engaged	Termly
  Monitoring	Undertake annual biodiversity survey with pupils.	DfE nature recovery	Medium	Eco Committee	Annually	Annual biodiversity Survey completed	Annual biodiversity report shared	Annual
 Community	Engage families in biodiversity events and planting days.	Community engagement	Low	SLT	Annually	Events held	Increase community participation	Annual





IMPLEMENTATION FRAMEWORK

CLIMATE EDUCATION AND GREEN CAREERS

Current Position

Holy Trinity already delivers sustainability through curriculum learning, Eco activities, outdoor learning and partnerships with organisations including Calico and ASDA. These initiatives provide a strong foundation for embedding climate education across the whole school.

Strategic Direction

Climate education will be embedded across the curriculum, helping pupils develop the knowledge, skills and confidence needed to understand climate change and contribute positively to a sustainable future.

2030 Ambition

By 2030 sustainability will be embedded throughout the curriculum, with every pupil developing the knowledge, skills and confidence needed to contribute to a more sustainable future and understand the opportunities presented by future green careers.



Strategic Priorities

- Map sustainability across the curriculum.
- Strengthen Pupil leadership through Eco Committee.
- Deliver annual Climate Action Week.
- Provide annual sustainability CPD for all staff.
- Expand engagement with green employers.



CLIMATE ACTION PLAN

Holy Trinity CofE Primary School – Plan Period 2026 - 2030



CLIMATE EDUCATION AND GREEN CAREERS- IMPLEMENTATION FRAMEWORK

This framework translates findings from the Sustainability Audit and Carbon Footprint Report into practical, measurable actions tailored to Holy Trinity and aligned with DfE  Sustainability and climate Change Strategy.

Objective	Detailed Action	Evidence / Justification	Priority	Lead	Timescale	KPI	Success Measure	Review
  Curriculum Mapping	Embed climate education across Science, Geography, DT and PSHE and wider curriculum opportunities	Curriculum review and sustainability audit	High	SLT	2026/ 2027 Academic Year	Curriculum map	Climate education embedded across all year groups	Annual
  CPD	Deliver annual sustainability CD for all teaching and support staff	DfE Climate Education Strategy	Medium	Headteacher	Annually	Staff trained	All staff complete annual CPD	Annual
  Eco Committee	Strengthen pupil leadership through Eco Committee.	Audit engagement	High	Sustainability Lead	Autumn 2026	Meetings held	Pupil – led projects delivered	Termly
  Climate Week	Deliver annual Climate Action Week.	DfE climate education guidance	Medium	Teachers	Annually	Week delivered	Whole-school participation	Annual
  Green Careers	Engage local employers and education providers to promote green careers	Career programme Review	Medium	SLT	Annually	Events	Minimum two employer engagement activities annually	Annual
 Assemblies	Deliver termly sustainability themed assemblies.	Existing practice	Low	Teachers	ongoing	Assemblies	Pupil awareness	Termly
 Community	Share pupil projects with parents and governors and wider community	DfE community engagement	Low	Office	Annually	Displays/newsletters	Positive feedback	Annual





Strategic Priorities

- Update the Carbon Footprint Report annually.
- Review sustainability KPIs termly.
- Complete an annual sustainability audit
- Refresh and approve the Climate Action Plan annually.

IMPLEMENTATION FRAMEWORK

OPERATIONS, TRAVEL AND RESOURCE EFFICIENCY

Current Position

The Carbon Footprint Report and Sustainability Audit have established a clear baseline for measuring progress. The next priority is to embed ongoing monitoring, annual review and continual improvement across all areas of the Climate Action Plan.

Strategic Direction

Progress will be monitored throughout the year using KPIs, with formal annual review through the Carbon Footprint Report, Sustainability Audit and Governor Sustainability Report to ensure the Climate Action Plan remains a live management document.

2030 Ambition

By 2030 Holy Trinity will operate a mature environmental management framework where performance data informs decision-making, annual reporting drives continual improvement and sustainability is embedded within everyday school management.



CLIMATE ACTION PLAN

Holy Trinity CofE Primary School – Plan Period 2026 - 2030



OPERATIONS, TRAVEL AND RESOURCE EFFICIENCY - IMPLEMENTATION FRAMEWORK

This framework translates findings from the Sustainability Audit and Carbon Footprint Report into practical, measurable actions tailored to Holy Trinity and aligned with DfE  Sustainability and climate Change Strategy.

Objective	Detailed Action	Evidence / Justification	Priority	Lead	Timescale	KPI	Success Measure	Review
 Travel Monitoring	Complete annual staff and pupil travel survey.	Sustainability audit findings	High	Business Manager	Annually	Survey response	Baseline established	Annual
  Active travel	Promote walking, cycling and scooting.	School travel survey	Medium	PE Lead	Ongoing	Participation	Increase active travel	Annual
  Travel plan	Develop School Travel Plan.	DfE Travel guidance	High	Headteacher	Autumn 2026	Plan approved	Actions delivered	Annual
 Recycling	Increase recycling facilities and segregation.	Carbon Footprint Report	High	Site Manager	2026/ 2027 Academic Year	Recycling rate	40% recycling	Termly
 Food waste	Introduce food waste reduction and composting.	Sustainability Audit findings	Medium	Kitchen Lead	Spring 2027	Food waste	Reduction achieved	Termly
  Water plan	Implement Water Management Plan and leak inspections.	Water consumption analysis	Medium	Site Manager	2026/ 2027 Academic Year	m3 water	Annual reduction	Termly
 Awareness	Run water-saving campaigns.	Behavioural engagement findings	Low	Eco Committee	Ongoing	Campaigns	Behaviour change	Termly
  Annual review	Review and update Climate Action Plan, Carbon Report and Audit each year.	Annual performance review	High	Governors	Annually	Documents updated	Annual approval	Annual

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Performance Monitoring Framework

Holy Trinity CE Primary School recognises that meaningful environmental improvement requires continual monitoring, review and adaptation. This Climate Action Plan is intended to be a live management document that supports informed decision-making and continuous improvement. Progress should be reviewed annually using evidence from the Carbon Footprint Report, Sustainability Audit, utility data, waste records and curriculum activity. Governors should receive an annual sustainability update to review progress against objectives and approve any revisions to this Plan.

	Strategic Theme	Baseline (2025/26)	2027	2028	2029	2030	Success Measure
	Carbon Emissions	168.31 tCO ₂ e	158.21 tCO ₂ e (-6%)	148.72 tCO ₂ e (-12%)	139.80 tCO ₂ e (-18%)	131.41 tCO₂e (-24%)	Annual carbon emissions (tCO ₂ e)
	Energy Consumption	171,052 kWh	165,920 kWh (-3%)	160,789 kWh (-6%)	155,658 kWh (-9%)	150,526 kWh (-12%)	Annual energy consumption (kWh)
	Waste and Recycling	27% recycling rate	35%	40%	45%	50%	Recycling rate (%)
	Water Consumption	5.58 m ³ per pupil	5.47 (-2%)	5.36 (-4%)	5.25 (-6%)	5.13 (-8%)	Water consumption (m ³ per pupil)
	Sustainable Procurement	No formal Sustainable Procurement Policy	Policy developed and adopted	Supplier sustainability criteria introduced	Sustainable purchasing embedded	Annual review completed	Sustainable procurement policy implemented
	Climate Education	Sustainability embedded in selected curriculum areas	All year groups engaged	Maintain	Maintain	Maintain	Curriculum coverage and pupil engagement
	Governance and Leadership	Climate Action Plan established	Annual progress review	Annual progress review	Annual progress review	Annual progress review	Annual governor review and plan update



Annual Review Cycle

The Climate Action Plan should be reviewed annually to ensure it remains aligned with the school's sustainability objectives, reflects progress made, and identifies new opportunities for continual improvement. This review cycle provides a structured approach to monitoring performance, updating priorities and reporting progress to Governors.





Monitoring, Reporting and Continuous Improvement

Effective governance, clear risk management and a commitment to continuous improvement are essential to delivering this Climate Action Plan. The following governance arrangements and monitoring processes provide accountability, transparency and ongoing review to ensure successful implementation.

Governance Responsibilities



Governors

Approve the Plan, monitor progress, review annual reports and provide strategic challenge.



Headteacher

Provide leadership, allocate resources and ensure delivery.



Sustainability Lead

Coordinate implementation, monitoring, reporting and annual review.



Site Manager

Lead energy, water, waste and estate improvements.



Senior Leadership Team

Embed climate education and green careers.



Eco Committee

Support behaviour change and pupil-led sustainability projects.

Successful delivery of this Climate Action Plan requires clear leadership and defined responsibilities across the school. Each role contributes to embedding sustainability within decision-making, daily operations and curriculum delivery.

Risk Management

Key risks that could affect delivery of the Climate Action Plan have been assessed according to their likelihood and potential impact. Appropriate mitigation measures will be reviewed annually to support successful implementation.

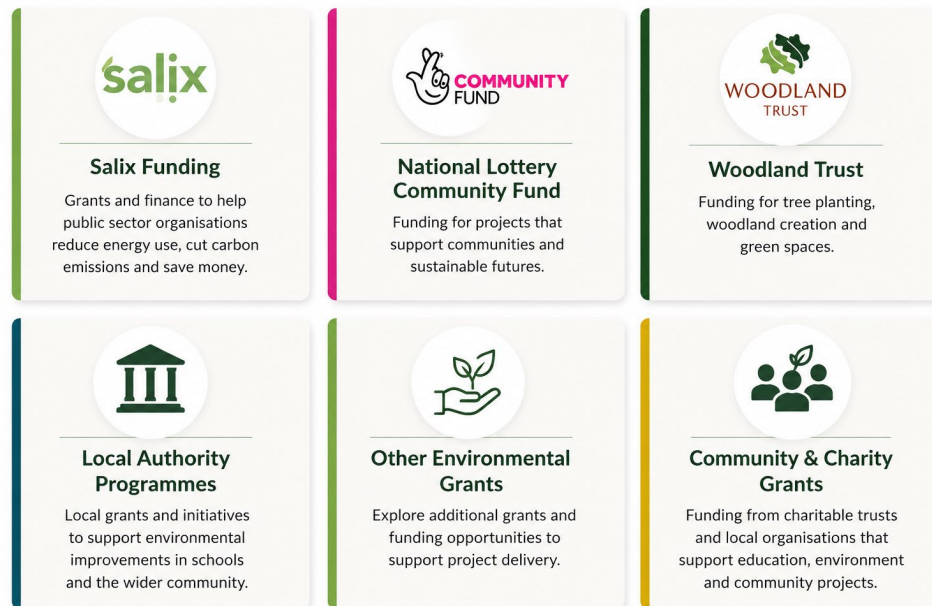
Risk	Likelihood	Impact	Mitigation
Budget Constraints	Medium	High	Seek grants and phase projects.
Staff Capacity	Medium	Medium	Integrate actions into existing plans.
Data Quality	Low	Medium	Annual monitoring and validation.
Estate Changes	Medium	Medium	Review baseline if significant changes occur.
Policy Changes	Low	Medium	Annual review against DfE guidance.



Monitoring, Reporting and Continuous Improvement

Potential Funding Opportunities

The school should consider external funding opportunities where appropriate to support delivery of sustainability improvements. Potential sources may include Salix funding, National Lottery Community Fund, Woodland Trust, Local Authority sustainability programmes, charitable trusts and other environmental grant opportunities. Funding availability and eligibility will vary between schemes.



*Funding opportunities and eligibility vary. Schools should always refer to the latest guidance published by each funding provider before applying.

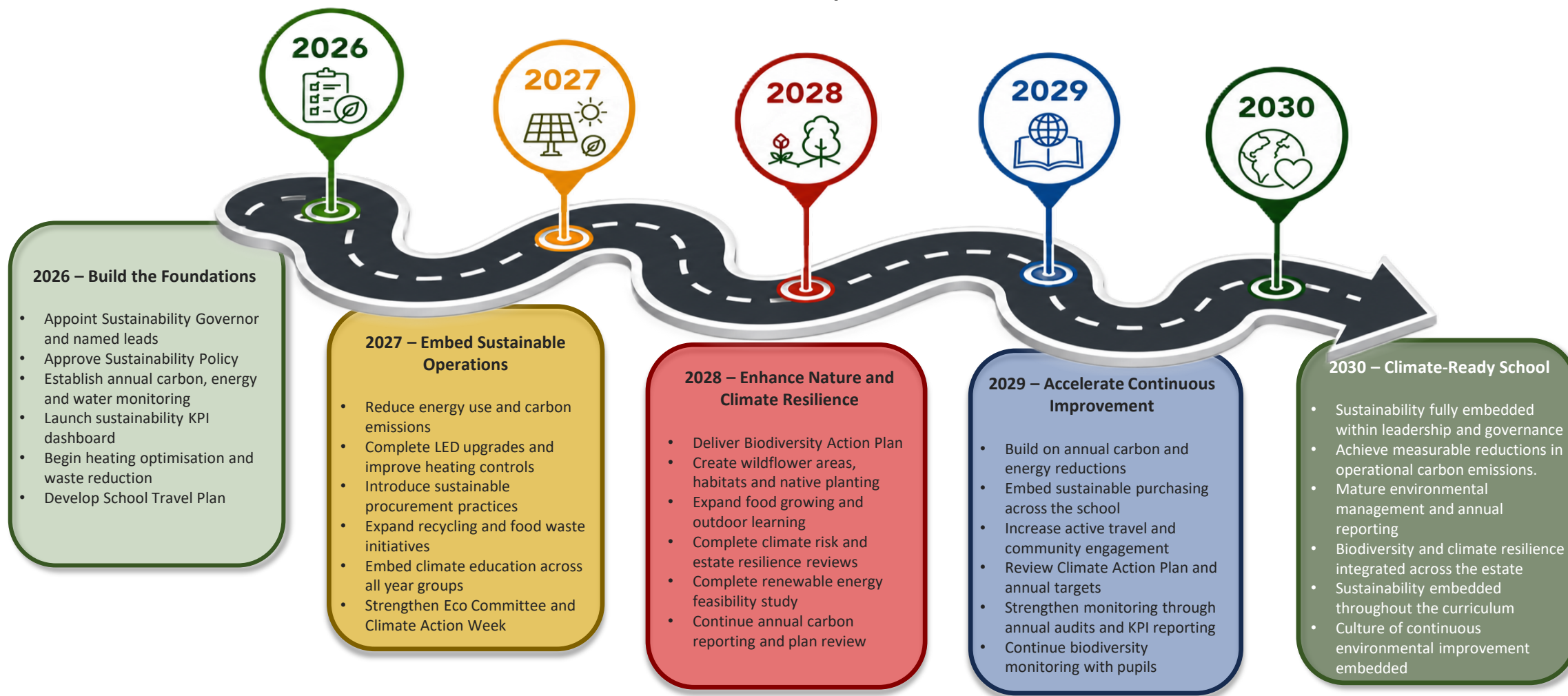


Continuous Improvement

The **eco-soar** Continuous Improvement Cycle provides a structured framework for measuring performance, assessing progress, planning improvements, reviewing outcomes and delivering continual environmental improvement. Repeating this cycle annually ensures the Climate Action Plan remains relevant, evidence-based and aligned with Department for Education expectations.



Our Roadmap 2026 - 2030





CLIMATE ACTION PLAN

Our Roadmap

The roadmap on the previous page provides a high-level summary of Holy Trinity CofE Primary School's sustainability journey between 2026 and 2030. It brings together the priorities identified throughout this Climate Action Plan into a phased programme of delivery, ensuring actions are implemented in a logical and manageable sequence. While individual initiatives may progress at different rates depending on available resources, funding opportunities and operational priorities, the roadmap provides a clear direction for long-term environmental improvement. It should be reviewed annually alongside the Carbon Footprint Report, Sustainability Audit and Climate Action Plan to monitor progress, celebrate achievements and identify new opportunities for continual improvement.

Conclusion

This Climate Action Plan provides Holy Trinity CofE Primary School with a practical, evidence-based framework for embedding sustainability across leadership, estate management, curriculum delivery and day-to-day operations between 2026 and 2030. Built upon the findings of the Carbon Footprint Report and Sustainability Audit, it establishes clear priorities, measurable actions and robust governance arrangements that support continual improvement. By following this roadmap and reviewing progress annually, the school will be well placed to reduce its environmental impact, strengthen climate resilience and prepare pupils with the knowledge, skills and values needed to contribute positively to a more sustainable future.

Holy Trinity CofE Primary School – Plan Period 2026 - 2030

Together, we're creating a more sustainable future for Holy Trinity

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CLIMATE ACTION PLAN

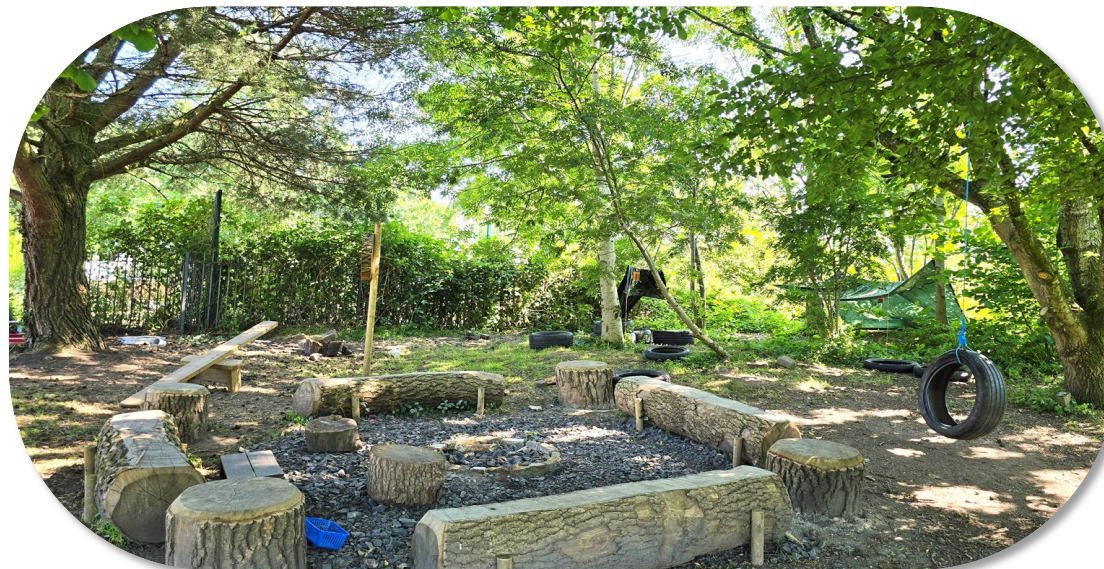
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SIGN – OFF AND APPROVAL

This Climate Action Plan has been developed collaboratively to support Holy Trinity CofE Primary School in reducing carbon emissions, strengthening climate resilience and embedding sustainability across the school through to 2030.

By signing below, the school confirms its commitment to implementing, monitoring and reviewing this Climate Action Plan annually.

We will work together to deliver this Plan, monitor progress and review our actions annually to ensure continued improvement and a positive impact for current and future generations.



Headteacher

Name: Alison Whitaker

Signature: Alison Whitaker

Date: 10th July 2026.



Chair of Governors

Name: P. VORCOE

Signature: Phil Vorcoe

Date: 10 July 2026



Sustainability Lead

Name: Rebecca Law

Signature: Rebecca Law

Date: 10th July 2026.

By signing below, the school confirms its commitment to implementing, monitoring and reviewing this Climate Action Plan annually.

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