



Nurture Education Trust

Climate Action Plan – V2 June 2026

At Nurture Education Trust, we are committed to supporting an inclusive and respectful environment for our pupils, staff, suppliers, contractors and other third parties, while also striving to make our carbon footprint as sustainable as possible. This plan outlines our dedication to promoting green initiatives throughout our school, championing sustainability at all levels, and taking ownership on reducing our carbon emissions in order to limit our impact on the local environment.

The plan showcases the school's existing position on its sustainability journey along with outlining our vision to becoming carbon neutral by 2050, in line with the Governments Net Zero 50 protocols.

Our Climate Action Plan is composed of 7 key areas:

1. Sustainability Leaders
2. Embedding Sustainability within our Culture
3. Key Environmental Factors
4. Carbon Emissions and Reduction Strategy
5. Operational Systems and Costs
6. Adaption and Resilience
7. Training and Accreditations

1. Sustainability Leaders

In order to promote the significance of climate change and create an awareness of protecting the local environment, the school has assembled its own Sustainability Team which will be responsible for measuring our environmental and social impact, improving on efficiencies and reducing emissions where possible in line with our Net Zero strategy.

The team aims to promote, influence and positively engage in all aspects on reducing our carbon footprint whilst creating a green culture throughout the school, sharing a willingness to reduce our impact at all levels and taking ownership by driving forward our environmental initiatives.

By increasing the confidence and expertise of our Leadership Team, staff and students into understanding sustainability, it's believed positive change can be achieved.

The Sustainability Team consists of the following individuals who operate in different positions throughout the school in order to ensure a voice is heard at all levels.

Mark Anderson – Head of Centre (Chair)

Laura Stearn – Deputy Head

Karen Utting – Office Manager

Oliver Denison – Health and Safety Trustee

Aim/Goals

- To meet once every term (three times a year) in order to review existing initiatives and track all progress in line with our Climate Action Plan and Carbon Reduction Strategy.
- To champion sustainable practices throughout the school in order to reduce our electricity consumption, volume of waste, water and dependency on natural gas.
- Educate and promote to others a strong awareness of protecting the local environment by acting as trail blazers in order to influence and make a difference.
- Produce a report following each meeting which can be shared with all Trustees for review.

Next Steps

The next team meeting will take place in September 2026 at the start of the school's new term with a view to reviewing all projects carried out to date and setting a new 3-year plan going forward.

2. Embedding Sustainability within our Culture

The school recognises the importance of creating a culture which not only promotes sustainability but also ensures that everyone is fully accountable for their own actions towards the environment. This starts with our Leadership team, by embedding this within our core values, taking on the responsibility to drive forward our sustainable mission and making sure all individuals are well trained and supported. We aim to incorporate sustainability into some of our key decision-making actions, by not only basing decisions around cost savings, financial returns or basic requirements, but by also considering how any of our decisions impact the local environment.

Aim/Goals

Working alongside our Sustainability Team, the school aims to do the following:

- Enrich all team members with knowledge of sustainable practices by sharing reports on the school's current carbon footprint, Carbon Reduction Strategy and ESG (Environmental, Social and Governance) Policy. These will be included as part of our induction packs when all staff and pupils join. Documents will also be made available online for all parents and stakeholders to access.

- Implement an employee travel survey in order to gain an accurate picture of all staff travel to and from our school sites. Following this survey, we will look to promote a range of efficient travel options along with incentivising car sharing in order to reduce travel emissions. This will include all regular commuting and business travel.
- Share and promote a Switch Off Plan allowing everyone to understand the processes for operating all equipment and controls within our buildings in order to ensure all systems are operating in an efficient manner.
- Offer benefits to help staff in order to mitigate their own impact on the environment – Cycle to work schemes, onsite electric vehicle charging etc.
- Challenge our supply chain in order to understand the relevant party's values on sustainability and the steps they are taking in limiting their impact on the environment.
- Offer training on sustainable practices to all staff and pupils where possible along with incorporating these into our lessons – Outdoor learning, creation of habitats to support ecosystems etc.

Our Current Sustainable Initiatives

The school has started the following projects to date:

Reducing Plastics

Following our recent 2023/24 carbon report produced in March 2025, we have started our mission to reduce our reliance on all single use plastics across our sites.

We have so far achieved:

- The introduction of reusable cutlery instead of single use plastic for all school lunches.
- Implementing reusable containers/single use plastic alternatives for covering food during storage and preparation within our kitchens.
- Using reusable plates, bowls and cups for all hot meals.
- Reusing food containers at our Saxon Air site

We are working towards:

- Reducing the amount of single waste plastic brought in home packed lunches by promoting 'Waste-free lunches'.
- Asking everyone to bring in reusable bottles for their water.

The school's Sustainability Team aim to review all progress in their next meeting at the start of the 2026/27 term.

Implementing Biodiversity and Nature Projects

The school aims to proactively use its grounds to both promote nature recovery and to encourage healthy ecosystems in order to support the local environment.

We have so far achieved:

- The implementation of building plant troughs in craft lessons which support a mixture of wildflowers. These are now situated at the school's main entrance.
- Promoting outdoor classes including wood working, where pupils have built a mixture of outdoor furniture from redundant wood with these to be situated around the school's main premises.
- Working in close partnership with Mousehold Garden Centre who have donated a range of plants for our outside areas and classrooms.

We are working towards:

- The creation of flower beds to create a thriving ecosystem to support honeybees. This is down to having limited land at both sites currently.
- Encouraging learning of nature-based projects and Biodiversity through regular student engagement in a simulated work experience at Ecotherapy Farm.
- Creating a daily lunchtime walk to Sloughbottom Park (across the road from the main school site) and planned nature-based visits to Thetford Forest and other National Trust sites.
- Re-establishing our link with the Norwich City Council allotment owned by the local Charity 'The Common Lot' and to develop positive cross-curricular links.
- Committing to the Active 20 ensuring that every student has 20 minutes of exercise a day.

Promoting Low Emission Travel

The school aims to promote the use of both public transport and low carbon vehicles where possible in order to reduce all commuting emissions to and from our school sites.

We have so far achieved:

- The installation of a 7kW EV charger at our main school site. With three members of staff currently owning electric vehicles, the school installed its first EV charger in April 2025. It's thought this charger will help support with both onsite charging for employees and visitors and contribute to lowering our commuting and business travel emissions going forward.

We are working towards:

- The school plans to install further EV chargers however must first upgrade our incoming supply to 3 phase. An assessment has initially been conducted with the next step to fully understand the overall project cost through UK Power Networks.

Supporting Green Careers

We aim to support all pupils in their career development by offering them the chance to gain key qualifications in a variety of sectors along with vital industry work experience. This includes Engineering, Tourism, Hospitality and Environmental.

We have so far achieved:

- Placing a handful of 6th form students in roles at both a local plastic injection manufacturer and community football club.

We are working towards:

- Adding sustainability to our current curriculum allowing our pupils to receive specialised qualifications within this area.
- Offering specialised work experience in the energy sector such as offshore renewables and environmental consulting.

3. Key Environmental Factors

The school appreciates that the usage of all electricity, gas and water across our sites has a crucial impact to the local environment.

Whilst Nurture Education Trust has always been cautious with the energy it uses, we appreciate that there are likely to be further processes that can be implemented in order to lower our energy and water dependency, along with reducing all waste going to landfill.

Aim/Goals

- The school aims to conduct regular reviews of our overall energy demand by assessing all electricity and gas usage on a monthly basis.
- Green contracts through utility suppliers will be prioritised in order to ensure that we are purchasing our electricity as sustainably as possible. Opting to procure through a broker will also ensure that the school obtains competitive pricing for its electricity, gas and water contracts.
- The school will look to better understand the benefit from installing renewable technologies across our sites along with any impact.
- We aim to assess ways in which the school can lower its water dependency minimising both use and sewerage produced.

- The school will look to recycle all cardboard, glass and food waste where possible whilst ensuring minimal waste to landfill.

Current Projects to Date

The school has carried out the following projects in order to reduce our energy consumption so far:

Installation of LED Lighting: All lighting within the school has recently been upgraded from both fluorescent and incandescent lighting to efficient LED fittings. PIR sensors have also been installed to help with efficiency. By making these upgrades, it's estimated our energy demand has decreased by 60%.

Energy Audit Assessment: An energy audit was carried out in the summer of 2025 in order to ascertain ways in which we could lower both our electricity and gas demand. This assessment involved implementing new processes, adjusting controls and making amendments to our energy setup in order to allow the school to operate more efficiently.

Future Projects to Reduce Consumption

Solar PV: It's our plan to conduct a feasibility study on installing Solar PV to our main school buildings along with our mobile office units. Introducing Solar PV represents a fantastic opportunity to invest in clean green power, with many systems providing a return on investment within 5 years. Whilst the school is yet to conduct a full survey, it's believed that the implementation of a 10kW system would generate approximately 9,500 kWh, which would help lower our energy bills by a third. We plan to conduct a full survey in the summer of 2026.

Air Source Heat Pumps: With numerous electric heaters currently installed throughout our mobile units, along with the main school building being reliant on two gas boilers, Nurture Education Trust undertook a heating survey at the start of 2026 in order to assess using air source heat pumps as an alternative. With air source heat pumps generally using 1kW electric and providing up to 3kW of heat compared to standard electric heating systems, this introduction would help improve our energy efficiency by nearly 60% and lead to lower energy bills overall. This transition would also allow the school to save on our carbon emissions from our current reliance on mains gas saving approximately 5 t/CO₂e overall. With Air Source Heat Pumps requiring a 3-phase supply, the school would first need to upgrade our electricity connection through UK Power Networks.

4. Carbon emissions and Reduction Strategy

Nurture Education Trust undertook an initial carbon baseline assessment in March 2025 covering our 2023/24 financial year in order to understand the schools current carbon emissions and to define a starting point in order to reduce on our emissions going forward. Following this baseline assessment, our Carbon Reduction Strategy was introduced and agreed by both our Sustainability and Leadership Teams in order to navigate the school to meet the UK Governments Net Zero 50 target.

First Assessment - Baseline emissions for 2023/24 financial year

A breakdown of the school's emissions across the 2023/24 financial year are as follows –

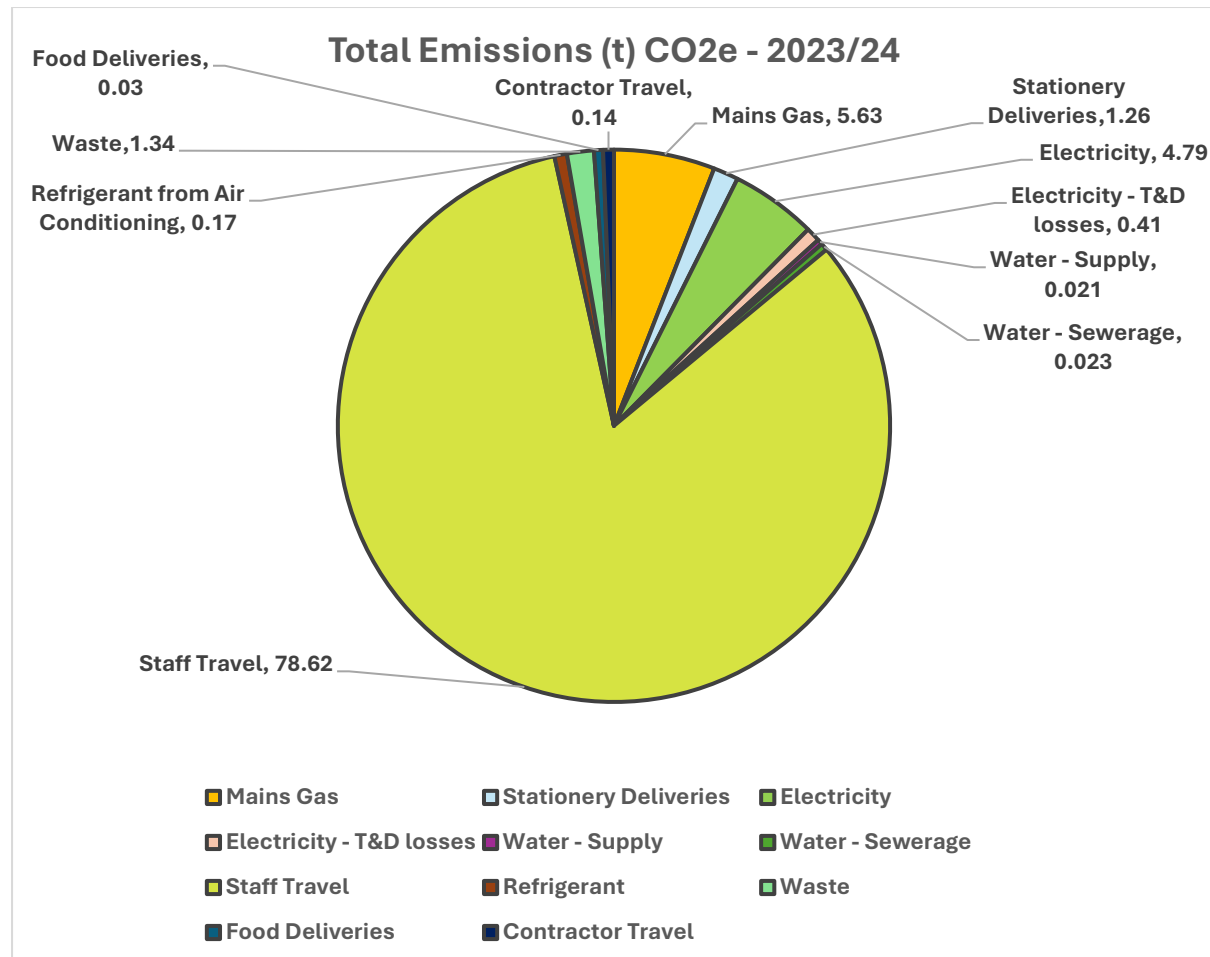
Scope 1 emissions: **5.80 t CO₂e**

Scope 2 emissions: **4.79 t CO₂e**

Scope 3 emissions: **81.84 t CO₂e**

Total emissions across Nurture Education Trust: **92.43 t CO₂e**

A further breakdown of all emissions and the corresponding areas covered in the report have been included on the following pie chart.



Second Assessment - Current emissions for 2024/25 financial year

Nurture Education Trust carried out its second carbon report for the 2024/25 financial year at the end of 2025 which supersedes our carbon baseline established for the 2023/24 financial year.

A breakdown of the school's emissions across the 2024/25 financial year are as follows –

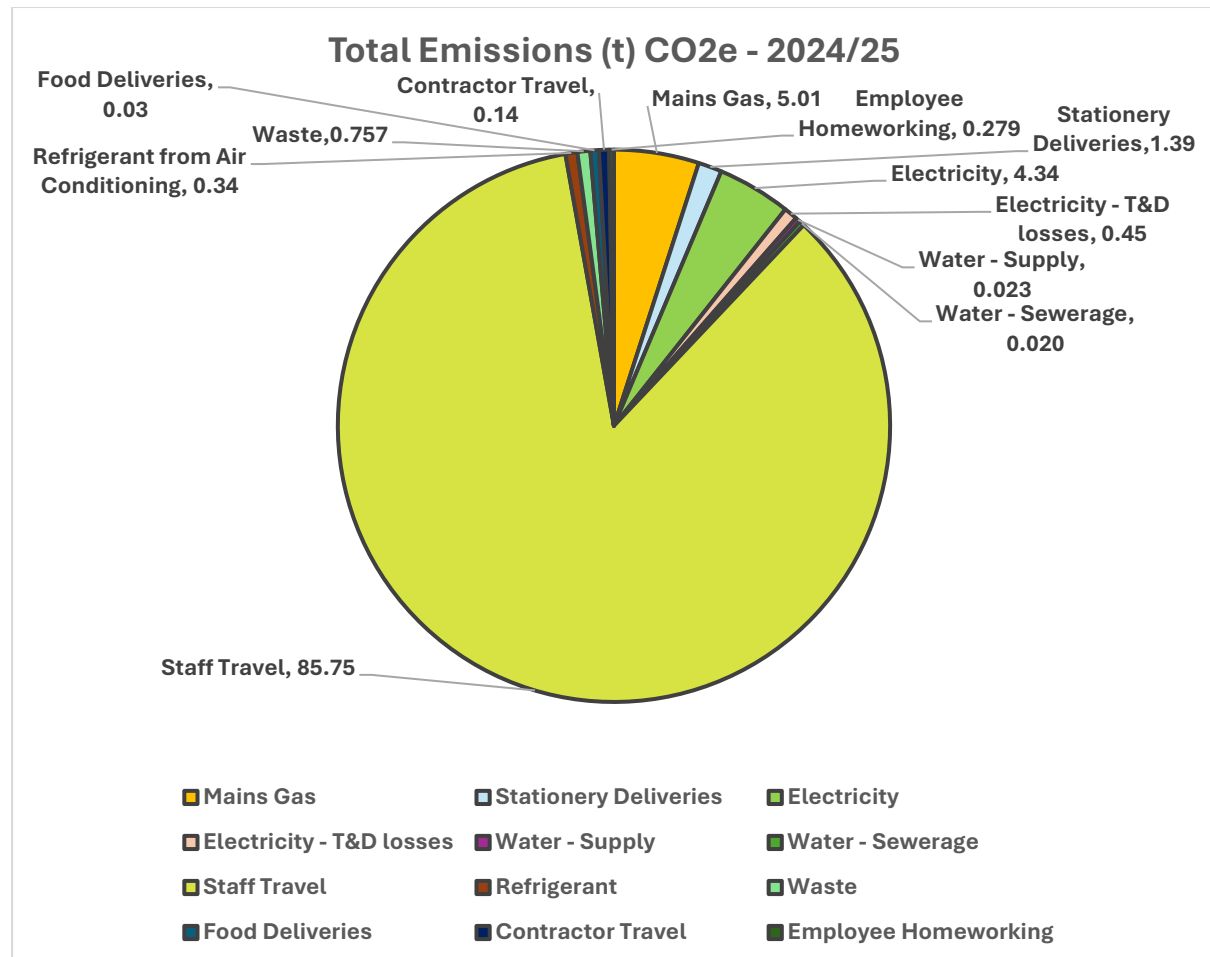
Scope 1 emissions: **5.35 t CO₂e**

Scope 2 emissions: **4.34 t CO₂e**

Scope 3 emissions: **88.85 t CO₂e**

Total emissions across Nurture Education Trust: **98.54 t CO₂e**

A further breakdown of all emissions and the corresponding areas covered in the report have been included on the pie chart below.



Comparison of emissions

Below is a comparison of all emissions across our 2023/24 and 2024/25 financial year reports.

Scope 1 Emissions (Direct emissions)

Type	2023/24 (t) CO ₂ e	2024/25 (t) CO ₂ e
1) Gas for heating of main building	5.63	5.01
3) Air conditioning refrigerant	0.17	0.34

Total emissions (t): **5.80 t CO₂e** **5.35 t CO₂e**

Scope 2 Emissions (Indirect emissions)

Type	2023/24 (t) CO ₂ e	2024/25 (t) CO ₂ e
3) Electricity	4.79	4.34

Total emissions (t): **4.79 t CO₂e** **4.34 t CO₂e**

Scope 3 Emissions (Up and Downstream emissions)

Type	2023/24 (t) CO ₂ e	2024/25 (t) CO ₂ e
4) Water (Supply)	0.021	0.023
5) Water (Sewerage)	0.023	0.020
6) Waste	1.34	0.757
7) Electricity – D & T Losses	0.41	0.45
8) Stationery Deliveries	1.26	1.39
9) Food Deliveries	0.03	0.03
10) Staff Travel	78.62	85.75
11) Contractors	0.14	0.15
12) Employee Homeworking	N/A	0.279

Total emissions (t): **81.84 t CO₂e** **88.85 t CO₂e**

Combined Total Emissions **92.43 T CO₂e** **98.54 t CO₂e**

Summary

Scope 1 Emissions

Our Scope 1 emissions reduced from **5.80 t/CO₂e** to **5.35 t/CO₂e** which was a 7.76% reduction against our initial 2023/24 baseline. Much of this decline was down to our energy audit being carried out, with a number of efficiency measures introduced, such as improving all lagging on our piping in our plant room, the regular bleeding of radiators and the changing of our circulation pump. With many of these measures only introduced mid-way throughout the second reporting year, it's hoped that the school will see a greater reduction in next year's report.

Scope 2 Emissions

Our Scope 2 emissions reduced from **4.79 t/ CO₂e** to **4.34 t/CO₂e** which was a 8.44% reduction against our 2023/24 baseline report. This reduction was again due to the impact from making minor amendments to our energy setup following our energy audit along with starting to take regular monthly meter readings in order to ensure better accuracy of our electricity usage.

Scope 3 Emissions

Our Scope 3 emissions increased from **81.84 t/CO₂e** to **88.85 t/CO₂e** with all Staff travel contributing to the majority of these emissions and recording a total of **85.75 t/CO₂e**.

With the school increasing its staff numbers for the financial year to 30 (19 full time and 11 part time), our staff travel emissions saw an increase of **7.13 t/CO2e** against our baseline report, recorded at **78.62 t/CO2e**.

Aim/Goals

- With our Scope 1 emissions made up mainly from our gas usage at our Dayton Road site, the school plans to move away from our reliance on gas by 2030 which would further reduce our carbon footprint by **5.01 t/CO2e**.
- For our Scope 2 emissions, the school will actively look to reduce its electricity usage where possible. The school aims to implement many of the recommendations that were outlined in our recent energy audit which will hopefully help reduce our electricity demand from the grid. The school plans to conduct a Solar PV assessment in the summer of 2026 to better understand the overall cost savings and impact to our emissions going forward.
- The school also aims to upgrade its electricity supply to three phase in order to allow further EV chargers to be installed along with the implementation of an air source heat pump system.
- With all Staff Travel contributing to **85.75 t CO2e** as part of our Scope 3 emissions, its believed the introduction of our 7kW EV charger at our Norwich site will help reduce our travel emissions. It's our plan (as otherwise detailed in this report) to carry out a staff travel survey in order to better understand how our staff commute to and from the school along with looking at incentivising greener options. By having a clearer overview of all commuting across the school, including our new sites, this will help Nurture Education Trust to take better steps in reducing these emissions in line with our Carbon Reduction Strategy.
- Whilst our carbon footprint from all of our waste is relatively small, we want to operate as ethically as possible by proactively recycling all items where possible, along with reducing the amount of plastic we use. The Leadership team have already started to implement some procedures on reducing single use plastic and will actively track all progress through our Sustainability Team from September 2026 onwards.

5. Operating Systems and Costs

The school appreciates that our operating costs play a crucial part in the running of Nurture Education Trust and our success in being able to support our pupil's education.

Along with continuously reviewing all suppliers' ethical actions towards sustainability, we will actively focus on streamlining all areas where possible in order to reduce both costs and ensure there is minimal impact to our environment.

The products and services below represent some of the school's main overheads (excluding staff) and are also known contributors to our carbon emissions.

- Electricity
- Gas
- Water – Supply and Sewerage
- Waste – General and Recycling
- Fuel – Staff Travel Expenses

- IT – Computers/ Phone Systems
- Stationery/Office Equipment
- Food Deliveries
- Contractors

Aim/Goals

- We aim to conduct regular reviews of all utility contracts in order to ensure prices are competitive. We will also assess any impact in cost from procuring Green Only contracts as an alternative option.
- To understand our water usage and assess ways in which the usage can be reduced in order to lower overall costs to the school.
- Travel costs will be monitored for staff completing check-ins with pupils who study online, with the hope that business miles can be reduced.
- A review of our IT setup along with costs will be carried out across the school. This will include reviewing our security systems against malware attacks along with implementing the best possible disaster recovery methods.
- Our telephone system will be upgraded in order to provide an enhanced setup for our parents, pupils and staff, ensuring that various parties within the school can easily be reached allowing for better communication.
- With the school using numerous contractors, we will look to take preference in partnering with local companies over national names in order to minimise carbon emissions and support local businesses.

6. Adaption and Resilience

The school operates a strict Business Continuity Plan which is reviewed every two years and showcases a set of procedures that act as a guide to respond, recover, resume and restore to a predefined level of operation following any disruption.

The plan aims to provide Nurture Education Trust with a framework for a coordinated response and to allow the school to continue to deliver priority functions to a minimal acceptable level of service and as far as reasonably practical.

Our Business Continuity Plan covers the following environmental areas -

Heating Management: The school continues to proactively assess all buildings in order to accommodate for any heat vulnerabilities. Our energy audit (conducted in July 2025) allowed the school to ascertain all heat losses across our buildings along with any appropriate cooling measures which could be implemented to prevent overheating and provide greater efficiency to the school overall.

Flood Resilience: The schools main site sits in a very low flood risk area with no floods recorded to date. The local flood risk register estimates that there is a very low risk of any future flooding for the next 40 years.

Water Efficiency: Using all water efficiently remains a key priority for the school in order to ensure that we are using only the required amount needed along with wasting as little as possible. The school aims to introduce a water butt in 2027 in order to allow for natural rainwater to be used for the cleaning of all pathways and watering of plants.

7. Training and accreditations

In line with our Environmental, Social and Governance (ESG) Policy, the school will look to carry out effective training regularly to all of our teachers and staff in order to maintain the highest level of performance at the school.

Aim/Goals

- Staff will be trained on process protocols such as our Switch Off Policy and our Effective Travel Policy (To be introduced in September 2026).
- The school will look to become ISO 14001 accredited which is an international recognised standard for environmental management systems. It provides framework for organisations to manage their environmental impact, improvement on environmental performance and compliance to the relevant regulations.

Evaluation

Nurture Education Trust continues to evaluate our Climate Action Plan regularly, ensuring that we operate as ethically and sustainable as possible and in line with the latest regulations. The school will continue to monitor and adopt any new ways in which we can enhance our sustainability credentials, actively ensuring that we continue to raise an awareness in protecting our local environment and our community.

Our next Carbon Baseline Report will be carried out in November 2026 where we will track all existing emissions against our current Carbon Reduction Strategy and realign our Climate Action Plan accordingly.

This plan has been agreed by both the Senior Management Team and Trustees on 15/07/2026 and has been signed off by **Mark Anderson** Head of Centre.