



Embrace
Learning for Life

Embrace Multi Academy Trust

Sustainability Plan

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Estates Manager Introduction

As Estates and Compliance Manager at Embrace, I've had the opportunity to lead many impactful changes—but none more significant than our drive toward sustainability.

Every decision we make and every project we deliver carries an environmental impact. Recognising this has been both a challenge and a responsibility, one that directly shapes the future our students will inherit. My role allows me to help ensure that this foundation is as resilient and forward-thinking as the education we provide.

Our sustainability strategy brings this vision to life. It reflects not only the trust's ambition but also the practical steps we're taking to embed sustainability into every part of our operations.

This is more than a directive, it's a cultural shift. We're evolving to meet the needs of our planet, just as we evolve to meet the needs of our learners.

We invite you to join us, understand our goals, explore our challenges, and be part of the journey toward a more sustainable future. Together, we can build a stronger Embrace and a greener world.



Tom Chambers

Embrace Estates and
Compliance Manager, Trust Sustainability Lead

Embrace and Net Zero



Embrace is dedicated to fostering an environmentally conscious culture and fully acknowledges its responsibility to support young people and local communities.

Achieving net-zero emissions means balancing the amount of carbon dioxide released into the atmosphere with the amount removed. While reaching true or operational net zero within a specific timeframe presents significant challenges, particularly due to funding constraints, we remain firmly committed to making meaningful progress toward this goal.

This commitment forms the foundation of our environmental strategy for the next three years and will continue to guide our actions well into the future.



Our Approach

We are committed to leading and embedding environmental sustainability across our schools and trust-wide practices, aligning with the Department for Education's sustainability strategy.

Our approach outlines a clear plan for transforming how our schools address sustainability and climate change. This includes reducing both our climate and broader environmental impact, while actively promoting biodiversity.

Our strategy spans all areas of school life; curricular and extracurricular activities, estates management, catering, and procurement. It is designed to meet current government legislative requirements and includes the appointment of a named Sustainability Lead to drive this work forward.



Sustainability Plan Aims



To actively measure and reduce our carbon footprint wherever feasible.



To place sustainability at the heart of our education, enriching pupils' learning and equipping them with the green skills they need for a sustainable future.



Identify opportunities for further sustainable development as they emerge.



To integrate sustainability into all decision-making across our schools and trust, ensuring every choice moves us closer to achieving our climate goals.



Identified Sustainability Leads will have a voice in shaping strategic leadership and direction.



To ensure all sites, buildings and operations across the trust are as sustainable and eco friendly as possible.



Ensure the strategy is cost effective.

Overarching Aims



Education, Students and Staff

Embrace will:

- Commit to fostering a sustainable future by integrating environmental responsibility into many aspects of our educational experience.
- Aim to use environmental education, eco-friendly practices, and active participation in community sustainability initiatives, to empower students to become informed, responsible stewards of the planet, ensuring a healthier world for generations to come.
- Encourage schools to apply for awards for ECO responsibility.
- Facilitate the use of the science and geography curriculum, where appropriate, and extending the curriculum beyond the trust, technical or vocational to provide for learners' broader development, enabling them to develop and discover their environmental interests and talents.



Waste and Recycling

Embrace aim to minimise and actively manage waste through elimination, reduction, reuse and recycling across our schools.

Overarching aims



Travel and Transport

Embrace aim to promote travel for work or school which results in a reduction of carbon emissions and investigate opportunities to promote and encourage our students and staff to use the greenest mode of transport.

Procurement

Embrace aim to use suppliers who can best evidence a corporate responsibility to environmental priorities and work with suppliers who support our initiatives to reduce waste and energy consumption.

The Estate

Embrace will:

- Aim to reduce the environmental impact of our construction and refurbishment projects.
- Work with our schools to ensure that our buildings are operating at their optimum efficiency.
- Ensure we provide an environment conducive to effective teaching and learning, that inspires pride and motivates our staff and children in minimising environmental impact.
- Maximise the use of our outside spaces to promote biodiversity.

Key Performance Indicators 2025 - 2026



Increase pupil engagement via Energy Sparks' resulting in all schools residing in the TOP 50 Energy sparks schools in the East Midlands.



Review top 10 suppliers' policies and practices.



Increase recycling rates by 20% across the trust.



Reduction of 10% in the trust greenhouse gas emissions/carbon footprint.



75% of the trust estate converted to LED lighting.



All schools working towards a nationally recognised award.



Change of behaviour to support reduction of energy use by at least 10%.

Climate Action Plan



Education, Students and Staff

Inform and encourage our pupils and staff to understand how our actions contribute to the global environment by:

- Teaching Climate Literacy through the curriculum.
- Work with the education Leaders to embed climate and sustainability learning into the curriculum, which will help pupils to contribute to sustainability and climate change in their lives and future careers.
- Set Challenges/competitions to reduce each school's carbon footprint.
- Work toward all schools becoming aware winning ECO Schools.
- To care for the environment around us, wherever possible encourage wildlife
- Get involved in national and global environmental initiatives.
- Work towards ensuring that opportunities for pupils to get involved in making the school more sustainable are embedded in the day to day business of the school/trust and are not solely extracurricular activities.
- Support the 17 Sustainable Development goals.
- Participate in The National Education Nature Park increasing biodiversity on the trust's estate, and the engagement of children and the development of their skills in sustainability and climate change.
- Work towards obtaining the Climate Leaders Award.

Climate Action Plan

Energy and Water

To reduce our energy and water consumption to reduce our carbon footprint by:

Energy

- Continue to work with Energy Sparks in all of our schools.
- Give pupils and staff the resources needed to measure energy usage and identify where consumption can be reduced, for example using technological solutions to reduce printing demand.
- Maximising the use of renewable energy on all our sites.
- Installing solar panels in all of our school, where feasible.
- Install LED Lighting and installing equipment to reduce the use of energy.
- Changing staff and pupil behaviours to reduce consumption.
- As required, upgrading boilers and associated heating systems and controls for the most energy efficient options we can afford.

Water

- Using the most efficient water saving products when renewing any water or heating systems in the trust.
- Promoting good practice to staff and pupil around water usage.
- Procuring water at the best available rate.

Climate Action Plan



Waste and Recycling

To maximise recycling within our schools and promote the use of sustainable products by:

- Increasing the number of recycling programmes at each school.
- Ensuring each school has sufficient recycling bins, and staff and pupils use them correctly.
- Working with our caterers, to minimise food waste in our school kitchens.
- To review the waste and recycling contract across the trust.
- Reduce the use of single use plastic across the trust e.g. plastic bottles and laminating pouches.



Travel and Transport

To aim to reduce carbon emissions by:

- Encouraging staff and pupils to use the most sustainable modes of travel e.g. Walking, cycling.
- To encourage car sharing wherever possible
- To promote our bike salary sacrifice scheme to staff.
- Installing electric charging units in school car parks, where viable.
- Consider grant schemes to promote the change to EV for our staff.

Climate Action Plan



Procurement

To ensure that we can demonstrate sustainable choices by:

- Tendering to and using suppliers who can evidence their green credentials.
- Working in partnership with our suppliers base on trust environmental initiatives.
- Embed contractual sustainability standards in all new supplier agreements.



The Estate

To work towards our estate being operationally efficient and sustainable by:

- Using contractors who can evidence sustainability in their source and product of materials.
- To use products and materials that are either carbon neutral or reduce carbon emissions.
- To educate staff, pupils and visitors to all the trust's premises about good sustainability practice.
- Use annual streamlined Energy Carbon Reporting to measure the reduction in greenhouse gas emissions.
- Modify and improve building fabric to minimise heat loss.
- Utilise trust green spaces to promote outdoor learning.
- Strive towards future condition projects delivering against our sustainability strategy.