

Carbon Action Plan

Executive Summary & Core Commitment

This Climate Action Plan (CAP) establishes the framework for DEMAT to significantly reduce its carbon emissions across its schools. As educators, our responsibility extends beyond the classroom to demonstrating environmental stewardship and building a sustainable future.

DEMAT commits to decarbonising its operations, enhancing school environments, and embedding climate literacy into the curriculum.

The Trust is committed to reduction of carbon emissions across all of its current and future sites with annual reviews of this plan and adaptations shared to interested parties.

The Trust will engage with relevant parties where feasible to make use of sector expertise and funding opportunities.

Overall Goal: Achieve significant reduction in operational emissions by 2040, with a major milestone reduction of 40% by 2030 (Scope 1 and 2)

Key Targets and Milestones

Target Area	2030 Milestone	2040 Goal
Carbon Footprint (Scope 1 & 2)	40% reduction from 2025 baseline.	Continued annual reduction 2030 figures.
Energy	100% renewable electricity procurement. 25% reduction in total energy use (kWh/m ²).	All heating via non-fossil fuel sources.

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Transport	30% increase in active travel (walking/cycling) for student journeys.	Zero-emission MAT fleet (support vehicles).
Waste	Achieve a 75% recycling rate across the MAT. Eliminate single-use plastics from school catering.	Zero waste to landfill.
Biodiversity	Every school actively managing 100m ² of land for nature (e.g., pond, wildflower meadow).	Net positive biodiversity gain across all MAT sites.

Pillar 1: Buildings & Decarbonisation (Scope 1 & 2)

The primary focus is reducing energy demand and switching to clean heat and power sources.

Action	Lead	Timeline	Metrics
Energy Audits	Estates/External Consultants	2026	Completion of Level 1& 2 Energy Audits
Switch to Renewables	Finance/Estates	2026	Procure 100% certified Renewable Energy Guarantee of Origin (REGO) electricity tariff.
LED Retrofit	Estates	2028	Achieve 100% replacement of all remaining fluorescent/halogen lighting with smart LED systems across all sites.
Building Fabric	Estates	Ongoing	Implement low-cost insulation measures (e.g., draught-proofing, pipe insulation). Change out windows and roofs to more energy efficient systems part of capital process.
Heating Transition	Estates	By 2040	Phase out gas/oil boilers, prioritising energy efficiency and effective installation during planned capital projects. Focus on worst-performing sites first.
Solar PV Installation	Estates	2027+	Install Solar Photovoltaic (PV) systems on at least suitable roof space across the MAT, targeting high use sites first.

Pillar 2: Sustainable Transport & Travel (Scope 3)

Minimising the carbon footprint associated with staff and student commuting.

Action	Lead	Timeline	Metrics
Active Travel Promotion	Headteachers/ Eco-Councils	Annually	Run 'Walk/Cycle to School' challenge weeks. Ensure quality, secure cycle storage at every school by 2025
Staff Travel Plan	HR	Every 2 years	Conduct a staff travel survey. Incentivise EV usage and carpooling.
Anti-Idling Campaigns	School Eco-Leads	Ongoing	Implement signage and parental communication campaigns to enforce 'No Idling' zones during drop-off and pick-up.
Business Miles	HR/Estates	Year 2	Reduce the amount of claimed business miles by 20% by year 2 baseline.

Pillar 3: Waste, Water, and Sustainable Procurement (Scope 3)

Managing resources efficiently and responsibly.

Action	Lead	Timeline	Metrics
Food Waste Reduction	Catering Contractor	25/26	Implement food waste measurement and segregation (where available).
Standardise Recycling	Estates	26	Implement a centralised, standardised three-bin recycling system (Paper/Card, Plastics/Cans, General Waste) across all sites. Track compliance monthly.
Reduce Food Miles & Source Locally	Catering Contractor	25/26	Work with current catering provider to reduce food miles whilst providing a sustainable food offering.
Implement Sustainable Menu Design	Catering Contractor	25	Implement one mandatory meat-free day per week across all school menus. Track student uptake and satisfaction.
Procurement Policy	Finance/Procurement	26/27	Integrate sustainability criteria into all major purchasing contracts (e.g., stationery, furniture, cleaning supplies). Prioritise low-carbon, circular economy options.
Water Efficiency	Estates	Ongoing	Install low-flow taps and cistern displacement devices. Monitor water meters monthly to detect leaks quickly.
E-Waste Management	IT Manager/Estates	25/26	Establish a centralised system for the proper recycling or refurbishment of all IT and electronic equipment.

Pillar 4: Curriculum, Engagement, and Culture

Embedding sustainability into the daily life and learning of every primary school.

Action	Lead	Timeline	Metrics
Climate Literacy Curriculum	Curriculum Lead	2026/27	Review and integrate key climate action themes into core subjects (Science, Geography, PSHE) across KS2.
Eco-Council Empowerment	Headteachers/Finance	2025/26	Establish an active student 'Eco-Council' in every school, empowered with a small budget to drive local initiatives.
Community Partner	Local School	Ongoing	Partner with local conservation groups or renewable energy projects for field trips and community events.

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Governance, Funding, and Monitoring

Successful implementation requires clear leadership, financial commitment, and transparency.

Governance:

- **Reporting:** Reporting will be through regular meetings with CEO and Head of Facilities with quarterly meetings with the Finance and Estates Trustee committee.
- **School Climate Champions:** Appoint a designated staff member in each school to lead local implementation.

Monitoring & Reporting:

- **Baseline:** Establish a comprehensive carbon baseline (Scope 1, 2, and initial Scope 3) using 2024/25 data.
- **Annual Report:** Produce an Annual Climate Report detailing progress against all key targets and financial investment.
- **Data Collection:** Centralise utility data (gas/electricity/water) across all sites for effective, real-time tracking of consumption.

Funding:

- Establish a ring-fenced "Decarbonisation Fund" derived from energy savings and central capital reserves.
- Actively pursue external funding through UK Government schemes (e.g., Public Sector Decarbonisation Scheme) and relevant grants.
- Funding for projects in first 3-5 years are built into current Capital Expenditure plan, however projects outside of this scope will potentially become more expensive with additional sustainable options included in specification.