

Environmental Strategy/Policy

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Author/Reviewer	Keith Curtis, Head of Facilities
Approved by	Adrian Ball, CEO
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Date of next review	8/2/26
Review cycle	ANNUAL Policies will be reviewed in line with DEMAT's internal policy schedule and/or updated when new legislation comes into force
Description of changes	<ul style="list-style-type: none"> No changes

Environmental Strategy/Policy

This policy is to be used across all of DEMAT	Version	Date
DEMAT Officer responsible for updating content: Head of Facilities	1	August 2024
Date approved by DEMAT Audit & Risk Committee	1	Not applicable
Effective date as determined by DEMAT	1	August 2024
Policy to be reviewed annually from date last approved by DEMAT Audit & Risk Committee	All	Annually
Policy reviewed by DEMAT	1	April 2025
Policy to be reviewed by DEMAT	2	April 2026

For all questions in relation to this policy please contact the DEMAT Head of Facilities on 01353 656760 or contact the Central Health & Safety Team at: healthandsafety@demat.org.uk.

The Diocese of Ely Multi Academy Trust (DEMAT)
Grace Building, 8 High Street, Ely, Cambridgeshire CB7 4JU Tel: 01353 656760
Company registration number: 08464996

Contents

1. Definitions	4
2. Application of this Policy	4
3. Relationship with DEMAT Values	4
4. Associated Policies and Documents	4
5. Purpose and Scope	5
6. Policy Statement	5
7. Procedures	6
7.1. Energy Saving / Efficiencies	6
7.2. Continual Improvement	6
7.3. Natural environment within our assets	7
7.4. Waste Reduction and Recycling	7
7.5. Water	7
7.6. Communication	8
7.7. Travel / Transport	8
7.8. Biodiversity and Habitat	8
7.9. Food Waste	8
7.10. Procurement	9
7.11. Training	9
7.12. Staff / Pupil Involvement	9
7.13. Local community engagement	10
7.14. Printed matter	10
8.0 Continual Improvement	10

1. Definitions

None required at this time.

2. Application of this Policy

The policy is applicable to all employees (permanent and temporary) of DEMAT. Where applicable, this also includes Volunteers supporting DEMAT.

The above definitions are included for reference purposes for both Academies and Central Team staff to enable clarity and transparency when applying this policy.

3. Relationship with DEMAT Values

The application of this policy must always be applied in a way that reflects the values of DEMAT and our Christian Ethos:

Love – We engender love and tolerance between and for our staff, pupils, and others to foster an inspiring atmosphere of mutual support.

Community – We are committed to ensuring our schools are a living part of the community and contribute positively to its needs.

Respect – We do everything to provide a caring, safe, and secure place for our staff and pupils to be happy and respected in our schools so they may achieve their potential.

Trust – We acknowledge accountability and responsibility for our actions and ensure that we encourage each other to make brave decisions and then learn from any mistakes.

Ambition – We are determined that our schools offer a place for the joy of learning, enabling those of all abilities to thrive and go on to lead rewarding lives.

4. Associated Policies and Documents

This Policy/Procedure should be read in conjunction with the following DEMAT Policies/Procedures:

- Local School Environmental Strategies
- DEMAT Premises Management Policy

Additional information can be found at:

- [Net zero carbon routemap | The Church of England](#)
- [Environment and Sustainability - Diocese of Ely \(elydiocese.org\)](#)

5. Purpose and Scope

The purpose of this Policy is to ensure all persons who work for/with DEMAT understand their impact on the environment and work with us to control the aspects we can reduce our impact on the environment and our surroundings, whilst working to educate our pupils in an effective and balanced manner.

This policy covers all persons who work with/for the Trust and pupils who attend our Academies.

6. Policy Statement

DEMAT recognises its environmental responsibilities and is committed to contributing to the reduction in the use of energy, and the reduction of local, national, and global environmental damage. With the following Energy and Environmental Policy Statement, DEMAT sets out the actions it undertakes to reduce the environmental impact of its activities and further promote good practice within its Academies.

This policy and our approach are in conjunction and in line with the values outlined in the Church of England's Sustainability and Environment document.

DEMAT is committed to:

- Conserving energy and giving preference to renewable sources of energy and materials wherever practicable.
- Complying with applicable legal requirements and regulations.
- Preventing pollution where it may appear in our Academies.
- Contributing where possible, in the development of solutions to environmental problems within the Education sector.
- Encouraging all members of staff to improve their awareness of the energy usage and the environment and become more environmentally responsible.
- Working with our school communities to improve the environmental buy in for school and the local area.
- Annual improvement in utility usage in our offices and Academies.
- Reduce reliance on fossil fuels.
- Assist with improving Biodiversity in our Academies.
- Use environmental performance as a factor when deciding on purchases.
- Reducing food wastage within our schools.

7. Procedures

7.1. Energy Saving / Efficiencies

7.1.1 Central Team

The DEMAT Central Team work with the academy leadership teams to ensure reasonable and appropriate energy efficiencies measures are installed into schools where practicable in line with the Trusts 5-year capital plan.

This can include but is not limited to:

- Additional insulation
- Replacement of windows / doors / roofs
- Installation of renewable energy sources
- IT systems
- Installation of LED Lighting
- Installation of Energy saving technology where feasible
- Installation of water saving technology
- Installation of utility measuring devices or smart meters

7.1.2 Academies

Academy headteachers will put in place appropriate energy efficiency measures which may include but not limited to:

- Turning off lights when not in use
- Use of natural daylight over lights where possible
- Appropriate signage installed to highlight energy efficiency measures
- Timer controls set on school plant where practicable
- PPM schedules maintained to increase plant efficiency
- School suggestion box to allow for energy saving suggestions

7.2. Continual Improvement

The DEMAT Central Team will work with the academy leadership teams to strive for a continual improvement year on year regarding environmental performance.

This will be measured in terms of carbon footprint which will be calculated termly and published annually.

The following metrics will be measured/reported on:

- KWh usage per sqm (gas and electric)
- M3 water used per sqm
- Kg food waste per meal served
- Pages printed per staff member

7.3. Natural environment within our assets

The DEMAT Central Team will work with the academy leadership teams to increase the opportunity for nature and biodiversity to thrive on the assets that are owned or leased, where this can be achieved in conjunction with a safe environment for staff and pupils on site.

We achieve this by:

- Supporting the conservation of native trees and hedgerows on our sites
- Ensuring Tree surveys are carried out and remedials actioned as required
- Phasing out the use of chemicals and pesticides on assets we own/lease
- Managing the academy site in a way that protects and enhances biodiversity when this can be facilitated in line with safety for staff and pupils
- Academies will not use balloons or sky lanterns at events
- Working with local communities and groups to aid environmental growth opportunities and activities when practicable on our sites
- Encouraging the efficient use of water on our sites

7.4. Waste Reduction and Recycling

The DEMAT Central Team will work with the academy leadership teams to minimise the waste produced and putting processes in place to manage the remaining waste in as an environmentally friendly way as is feasible. This may include, but is not limited to:

- Reducing the production of non-recyclable resources such as laminating or plastic based material
- Promoting recycling schemes by staff and pupils
- Use of recycling and waste separation where possible and appropriate
- Using recycled and compostable products wherever possible
- Set up a network between schools to reuse old furniture that is no longer required
- Using technology to reduce printed copies (Follow-Me print, double side printing etc)
- Setup academy recycling/reuse schemes for uniforms, toners, mobile phones etc
- Work with caterers to reduce food waste produced in school
- Work towards all non-recyclable waste being used for power generation
- Working with suppliers to deliver items in re-usable packaging

7.5. Water

The DEMAT Central Team will work with the academy leadership teams to reduce our water usage where feasible and promote good use of water.

This may include but not limited to:

- Ensuring plant equipment is set up correctly and running effectively
- Installing upgraded meters or additional technology to monitor water use
- Installing practical water saving technology such as cistern dams, self-closing taps

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7.6. Communication

The DEMAT Central Team will work with the academy leadership teams to ensure effective and honest communication of its intentions and progress regarding environmental progress. This will be communicated for both Trust and school level as follows:

- DEMAT will communicate its progress at least annually on its website and work with its Academies to ensure they have a dedicated section on their website highlighting the work they are doing in the school for the benefit of the environment
- Academy headteachers will be encouraged to give adequate communication to parents and interested parties on their environmental progress and work
- DEMAT will work with the local communities and environmental groups where practical to draw on their expertise in subject matter
- Each academy will have an Environmental notice board where they can highlight initiatives and successes

7.7. Travel / Transport

The DEMAT Central Team will work with the academy leadership teams and central office staff to reduce where possible the mileage carried out by staff and pupils. We do this by exploring and establishing pro-active solutions such as:

- Ensuring adequate secure bike/scooter racks are available
- Holding “special days” to reward those who use greener modes of transport
- Setting up of a ‘walking bus where feasible
- Work with the LA to identify safer routes and possible improvements
- Car-sharing for teachers / staff attending off site meetings
- Reduction of mileage by holding digital meetings where feasible

7.8. Biodiversity and Habitat

The DEMAT Central Team will work with the academy leadership teams to ensure that our sites work with our natural habitats and enhances biodiversity.

We will do this by:

- Working with groups/individuals with specific knowledge to ensure forest/wild areas are setup and managed correctly
- Ensure pupils understand the importance of habitat and biodiversity and work to protect it
- Work with local and national organisations to help improve the natural habitats around our sites whilst keeping a safe environment for those on site

7.9. Food Waste

The DEMAT Central Team will work with the academy leadership teams and with our catering teams and partners to establish systems and procedures to reduce the food waste generated from our catering provisions.

This will include but not limited to:

- Adjusting menus to reduce wasted food
- Adjust portion size if appropriate and be led by feedback
- Using local producers where possible to reduce food miles
- Donating food to appropriate causes where feasible

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- Using school land to cultivate a vegetable patch to produce home-grown food for kitchens where feasible
- Age-appropriate signage displayed to highlight negatives of food waste.

7.10. Procurement

Where possible, the DEMAT Central Team will work with the academy leadership teams to centralise procurement to allow for more effective and sustainable procedures.

The DEMAT Central Team will work with the academy leadership teams to ensure procurement is carried out in a sustainable way.

This may include but not limited to:

- Sharing of excess resources across Trust to minimise over purchasing
- Setting up of central store to hold furniture items for use by other Academies
- Only purchasing paper that is FSC certified
- Working with our suppliers to get best prices on commonly used items
- Standardising fittings where possible to enhance purchase power
- Working with caterers to purchase locally and seasonally where feasible
- Reducing the use of chemical cleaning products
- Using sustainability credentials as a factor on deciding contract tenders

7.11. Training

The DEMAT Central Team will work with the academy leadership teams to provide environmental awareness training to all its staff and more specialist training to those who work in the Trust whose role requires it. Academy headteachers will work where appropriate with experts in the field to provide specific training or curriculum materials; to enhance the environmental progress if appropriate.

7.12. Staff / Pupil Involvement

The DEMAT Central Team will work with the academy leadership teams in highlighting environmental issues and schemes with arrangements that involve all staff/pupils in improving the environmental performance of the academy.

Environmental performance will be discussed at least termly within staff meetings and student councils will be invited to feed back their thoughts both to school leadership teams and central team annually. Staff and pupils will be given time to work on environmental initiatives where practical and reasonable. Academy assemblies and appropriate lessons will be delivered to educate children about their role in, and the purpose of the Trust's Environmental Strategy. All pupil involvement in extra-curricular activity will be voluntary and age appropriate.

7.13. Local community engagement

Academy headteachers will be encouraged to engage with local communities where appropriate and feasible to broaden the impact of any school initiatives. This engagement helps pupils and communities understand that work carried out in Academies can be of benefit outside of the school.

These may include.

- Second hand uniform swap
- Mobile phone/toner cartridge collection (may also generate income)
- 'Fix-It' workshop set up in schools periodically
- Fresh produce swap
- Book swaps/libraries for adults in the community

7.14. Printed matter

The DEMAT Central Team will work with the academy leadership teams and central office staff to reduce the quantity of printed pages that it produces. Printed matter is always required within academies, but the DEMAT Central Team will ensure that academies understand the importance of good paper management. Strategies include:

- All printers set up as double-sided printing as standard
- Follow-Me printing setup. where possible, in all academies to minimise usage
- All paper sources to be FSC standard to reduce impact on environment
- Quarterly review of academy paper usage

8.0 Continual Improvement

DEMAT will strive for continual improvement year on year in its operations and results in regard to environmental outcomes.