

**GET STARTED**

No.	Action	Sep-25	Dec-25	Mar-26	Aug-26
1	Appoint a Sustainability Lead	Action completed – School Business Manager appointed July 2025			
2	Set up a Sustainability Working Group	Action - Finance and Property (F&P) Committee members - on agenda			
3	Set up an eco-club and or eco-council for pupils to lead on sustainability issues	Action completed – Green Rangers established December 2024. Lead by Forest School Teacher.			
4	Sign up to the Let's Go Zero campaign	Action completed – SBM signed up 12 <sup>th</sup> July 2025			
5	Sign up to the Sustainability Support for Education Hub Sustainability Support for Education Hub	Action completed – SBM signed up 12 <sup>th</sup> July 2025			

**DECARBONISATION**

6	Take part in a switch off campaign	Action completed - Switch Off campaign summer 2025			
7	Monitor energy use on a regular basis	Action completed - Energy monitoring available on Laser Energy portal. Smart meter being installed in summer 25			
8	Ensure the school BMS has efficient timings and temperatures set for the school day	Action completed- LED Lights have sensors & timers where appropriate, heating only used as required and set at appropriate temp. No remote management.			
9	Instruct all staff to follow heating/air conditioning efficiency practices	Action completed - SBM to email all staff regarding acceptable use of air con and room temperatures, also in staff handbook			
10	Implement a power down strategy for all appliances over holidays	Action completed - power down strategy - emailed Brian re IT equipment			
11	Install LED lighting	Action Completed - all interior and exterior lighting is LED except some stores			
12	Install/Investigate the potential for solar panels	Action Completed - solar panels only possible on small block roof (conservation area) but not cost effective (plus roof was in poor repair) - survey undertaken by Telex UK summer 2023. However, the new mobile unit in playground will have panels on the roof in order to get planning approval.			
13	Insulate buildings	Action completed - Main building - no cavity, Small Block and other buildings cavity but not insulated, Deacon House insulated			
14	Double-glaze all windows where possible	Most room windows are double-glazed. Occasional single glazing e.g. Caretaker hut, store cupboard windows, plus main block inner facing wall (old style main hall and Kitchen windows) & some smaller windows. Action: SBM to get quotes for new PVC windows and check for conservation area approval			
15	Draught proof areas around doors and windows	Action completed - External doors well fitted, Titans fire doors fitted with brush seals			
16	Consider the carbon footprint and manufacture process of services and purchases	Action completed - Use local & preferred suppliers, and KCC framework suppliers			
17	Include sustainability as part of the criteria for procurement	Action completed - Tendering would be actioned in line with KCC policies			
18	Factor in energy efficiency when buying new electrical goods	Action completed - Electrical goods energy efficiency is taken into account			
19	Reuse school uniform through a uniform exchange	Action completed - PTA and School FLO work together to recycle & reuse uniform (previously loved items are offered at low cost at PTA uniform sales, or free via the FLO to disadvantaged pupils)			
20	Switch to recycled or sustainably sourced paper	Action completed - Photocopy paper purchased from sustainable forestry - PEFC certified, Indonesian Legal Wood, ISO 9001 (Qual.Man.System), ISO 14001 (Env.Man.System), ISO 9706 (Permanency of paper)			
21	Introduce or add an additional meat-free or plant-based day	Action completed - school changing catering supplier to encourage more pupils & staff to have school meals - one day a week is a meat-free day, and vegan & vegetarian meals are always available to encourage meat-free consumption			
22	Arrange a menu consultation through an external organisation	Action completed - online survey for parents conducted, and hands up survey for pupils to be undertaken in Sept			
23	Contact provider to ensure compliance with the new March 25 recycling regulations	Action completed - change of waste collection provider, increased recycling and reduced general waste bins to ensure as much as possible is recycled, and food waste bins increased to stop food waste being put in general waste. New initiatives within school to ensure waste is separated at source.			
24	Weigh food waste from kitchen and share results	Action completed - Bins for dining room (colour coded) to better divide food and general waste. Also scales to weigh food and keep log			
25	Start or improve composting and food waste facilities (onsite)	Action completed - number of food waste bins increased to stop food waste being put in the general waste bins. The compost bins were stopped many years ago because they attracted the rats - difficult to manage			
26	Conduct a staff travel survey	Action completed - an annual staff travel survey is undertaken as part of the Jam busters Travel Management Plan system			
27	Run active travel campaigns	Action completed - weekly Wednesday walk to school, log who walked and celebrate in assembly			
28	Monitor the air quality around the school	Action completed - SBM contacted T&M environmental team about an air quality assessment. For the past few years since covid no sites in Tonbridge have exceeded the air quality limits set by DEFRA, including the continuous monitor in the high street. It is safe to say that the air quality at Slade school is very unlikely to exceed or even be close to the national limits for air quality set as an average over the course of a year.			
29	Consider the carbon impact of school trips	Action completed - trips arranged further in advance, more local trips, and will use public transport if possible. Coaches are ULEZ compliant, and offer a more environmentally friendly way to transport school groups compared to individual cars. They significantly reduce carbon emissions per passenger by carrying more people in a single vehicle, minimising the number of vehicles on the road and lowering fuel consumption. Modern coaches are also designed with fuel efficiency and lower emissions in mind			
30	Investigate/install EV charging points	Action completed - Council have installed EV charging points in neighbouring car park			
31	Label bins clearly to support with behaviour-change and understanding	Action completed - Internal bins signage by Green Rangers. Action - SBM to investigate improving external bin signage.			
32	Expend recycling to other materials	Action completed - Batteries and other recyclables collected by the PTA. Action - SBM to investigate clothing banks with PTA			

33	Education around recycling as part of whole school opportunities	Action completed - Signed up for Young Climate Warriors and Waste Busters.			
34	specific staff monitoring but	Action completed - Paper usage monitored by SBM and IT Technician. Considered papercut software for printer credit allowances and individual monitoring, but cost is prohibitive and would have little effect.			
35	Engage with a plastic reduction campaign	Action - unable to sign up as no spaces until Sept 25. SBM to sign up in Sept 25.			
<b>ADAPTION AND RESILIENCE</b>					
36	Write a Heatwave policy	Action completed - heatwave policy added as Annex B in CAP			
37	Build sheltered areas on playgrounds for heat resilience	Action completed - 2 outdoor timber classrooms on the school field, 3 metal framed canopies on main playground/adventure playground areas, grant submitted for further shelter between main school and field. Forest school is wooded area with timber shelters. Many mature trees within and on site boundaries provide shade.			
38	Install heat reflective measures in classrooms	Action completed - Classrooms have blinds or curtains if required, and solar window film is used to help control and reflect excess heat and glare			
39	Register to receive heat health and flood alerts	Action completed - SBM signed up 12/07/25			
40	Conduct a ground audit	Action completed - ground audit undertaken at least once per term.			
41	Implement a water usage policy	Action completed : Water usage policy - Annex A. Action: SBM has requested automatic meter reading (AMR) device to be fitted to the water meter so we can get benchmarking reports etc.			
42	Install systems to reduce water usage	Action completed - SE Water Efficiency Report and remedial works Dec 24. Have dual flushes, no leaks, sensors on urinals (only flush when in use), and considering water hippos.			
43	Raise awareness around water consumption and efficiency	Action completed - Climate Action Plan, Green Rangers, Classroom activities etc.			
44	Install water butts	Action completed - water butts are installed in the school.			
45	Consider measures to increase adaption to flooding risks	Action completed - Southern Water survey October 2024 with grants available for SuDS but Slade not considered as flooding on site is a result of river/water level rise rather than site draining not being able to cope.			
<b>BIODIVERSITY AND GREEN INFRASTRUCTURE</b>					
46	Enrol with The Nature Park	Action completed - SBM signed up 12/07/25			
47	Have pupils carry out wildlife surveys	Action -			
48	Establish a gardening/nature club	Action -			
49	Create outdoor learning spaces with seating, shade, and suitable accessibility	Action completed - 2 outdoor timber classrooms on the school field, 3 metal framed canopies on main playground/adventure playground areas, grant submitted for further shelter between main school and field. Forest school is wooded area with timber shelters. Many mature trees within and on site boundaries provide shade.			
50	Increase biodiversity to support local wildlife and planting of available areas	Action -			
<b>CLIMATE EDUCATION &amp; GREEN SKILLS</b>					
51	Appoint a sustainability -focused Governor	Action - Finance and Property (F&P) Committee member, member sustainability Working Group			
52	Add sustainability aims, projects and successes on the school website	Action completed - SBM and Communications Officer responsible for creating a dedicated sustainability page on the school website, and continual updating of projects, photos and blogs			
53	Develop a communications plan to share progress	Action completed - Families - Newsletter, emails, SMS. Pupils - Class Teacher, Forest School & Yeti staff. Staff - CPD, meetings, working group, emails			
54	Provide CPD opportunities for staff on sustainability	Action - INSET CPD, emails from Sustainability Lead			
55	Complete a curriculum audit and incorporate sustainability	Action -			
56	Survey staff on how they feel about teaching sustainability issues	Action - Communications Officer to set up online staff survey			
57	Set up a Forest School	Action completed - established Forest School, used by all pupils, Forest School Teacher and support staff trained to supervise sessions, well resourced, used all year weather permitting			
58	Create an environment where lessons can be taught outside in all subjects	Action completed - 2 outdoor timber classrooms on the school field, Forest school is wooded area with timber shelters.			
59	Share best practice and ideas internally	Action - Working group share best practice across the school			
60	Access the Climate Ambassadors scheme	Action completed - SBM registered and booked on online webinar Weds 24th Sept 25			
61	Provide opportunities for all pupils to take a lead on sustainability issues	Action -			
62	Invite local businesses and organisations into school to deliver assemblies, workshops and events	Action - Speakers for Schools offer primary talks but not in Kent. Registered for Eco-Schools - Green Flag Application possible. Requested registration to Green Schools Zero Carbon School PRIMARY Schools			
63	Get pupils engaged with carbon footprints	Action -			