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Climate Action Plan 2026 - 2027
UPDATED April 2026

Rationale

As part of the Department for Education's (DfE) requirements, our Climate Action plan will need to include at least one action from these four key areas:

1. decarbonisation
2. biodiversity
3. adaptation and resilience
4. climate education and green careers goals

At the Imperium Federation, we have progressed a number of areas under the 4 targets since 2018 and so this Climate Action Plan, formally states our current position and next steps.

Action Plan Goals

For the purpose of the DfE requirements, the following Action Plan is divided into 7 separate sections : Action / Steps / Timeline / Resources / Co-Benefits / Tools & Information / Funding.

Federation Baseline						
Action	Steps	Timeline	Resources	Co-Benefits	Tools & Info	Funding
Understand Federation waste management by conducting refuse audit & discussions with current waste management companies	Discussions with school maintenance, school waste management companies about reduction and recycling including food waste management	3 months	Site Manager Exec Head Heads of School Cleaning Staff Waste Management Company	None	How to do a plastic waste bin audit - Plastic Free July Climate Friendly Audit – Climate Friendly Schools	No associated costings
Outcome	Our waste management is now able to support recycling (including food waste) and we've seen a reduction of waste collection costs related to this.					
Understand Federation energy use and management	Review DEC recommendations and energy certificates	Immediate	Site Manager Executive Head Business Manager	None	Energy efficiency: guidance for the school and further education college estate - GOV.UK (www.gov.uk)	No associated costings
Outcome	We have completed the install of heat pumps at Waterside, King's Oak has had improvements made to the current systems.					
Understand Federation pollution risk by	Review pollution levels of schools	3 months	Site Manager Executive Head	Air Quality	London Air Quality	No further associated costs

identifying sources of air pollution and locations in the school that are impacted or conducting an air quality audit by using the GLA toolkit.	Conduct air quality survey by using the GLA monitoring reports emailed to Exec Head		Air quality monitors (already in all sites)		Network. Mayor's school air quality audit programme Breathe London	
Outcome	Our air quality monitors are monitored and reported. We receive the air quality reports from government daily, so are able to decide proactively if there may be an issue for pupils with respiratory conditions.					
Review curriculum content in regards to Climate Change and Action	As part of current curriculum auditing, review provision for climate change/action science & how this can be better delivered	Year End 2026	Heads of School Deputy Head (in charge of T&L) SLT Curriculum Leads	All 4 required areas	Our City, our world Conceptual milestones And key vocabulary (ourcityourworld.co.uk) Tracked changes project	No associated costs in the first instance
Outcomes	Clear pathways established within the PSHE, Science and CIAEG curriculum - discussions are held weekly with pupils using the Newsround or Form Tutor time.					

Decarbonisation						
Action	Steps	Timeline	Resources	Co-Benefits	Tools and Info	Funding
Examine Federation heating systems and plan replacements to Air/Ground Head Sourcing	Use helpful guides to develop a plan that detail the steps needed to remove gas boilers and improve energy efficiency in buildings. Speak to Royal Borough of Greenwich who support schools. Carry out actions set out within the plan in collaboration with Royal Borough of Greenwich	Year End 2026/7	Site Manager Business Manager Executive Head Governing Board	Adaptation and Resilience ; Air Quality		Royal Borough of Greenwich Planned Maintenance Public Sector Low Carbon Skills Fund - GOV.UK (www.gov.uk) Public Sector Low Carbon Skills Fund - GOV.UK (www.gov.uk)
Outcome	Please see previous statements regarding heat pumps.					

Assess buildings for draughts and leaks to reduce heating demand.	Assess building for areas of heat loss. Make small changes to help prevent heat loss e.g. draft excluders. Use energy saving trust for more tips.	Autumn 2025	Site Manager Business Manager Executive Head Governing Board	De-carbonisation Adaption and Resilience	Energy Saving Trust	Part of routine Repairs and Maintenance
Outcome	Where appropriate, fittings have been installed to reduce heat loss including window film. Classroom lighting is monitored and staff and pupils are proactive in turning lighting off.					
Reduce carbon emissions in our buildings by changing the light bulbs to LED bulbs in each school building.	Undertake audit of the current situation and develop options to replace lightbulbs. Purchase LED lights and replace existing lightbulbs..	Spring / Summer 2025	Site Manager Business Manager Executive Head	De-carbonisation Adaption and Resilience		Part of routine Repairs and Maintenance

Outcome	Where natural change overs have happened, lighting has been moved to energy efficient bulbs.					
Reduce carbon emissions in our buildings by teaching lessons outside.	Ensure that curriculum planning and design has regular opportunities for outdoor lessons.	Immediate	Heads of School Deputy Head (T&L)	De-carbonisation Adaption and Resilience Climate Education and Green Careers Goals	Teach Outdoors, Education through outdoor learning A Teachers Guide to Adapting Lesson Plans for Outdoor Learning (dbdplay.com) Institute for Outdoor Learning – Home (outdoor-learning.org)	No associated costs
Outcome	Our pupils are outside for a large amount of their curriculum including English, PE, Maths, Science, PSHE and History.					
Change behaviours in our communities by running a 'Switch-off'	Encourage students and staff to turn off	Immediate	All Staff and Community Partners	De-carbonisation Adaption and Resilience		Free

campaign & reminding all community members about turning off any unused devices	lights and devices. Provide information to parents/carers in your newsletters (messaged)			Climate Education and Green Careers Goals		
Outcome	We have a plan that SLT check the lighting and devices at the end of school day - Premises also report directly to the EHT if there are issues.					
Biodiversity						
Action	Steps	Timeline	Resources	Co-Benefits	Tools and Info	Funding
Increase our Federation knowledge of biodiversity by joining an online biodiversity network.	Sign up to Education Nature Park for more resources.	Immediate	All Staff	De-carbonisation Adaption and Resilience Climate Education and Green Careers Goals	Education Nature Park.	No associated costs

Outcome	Signed up for Education Nature Park. De-carbonisation, adaption and resilience is being phased into the curriculum across all KS.					
Increase our Federation knowledge of biodiversity by expanding our Forest Schools offer and Horticultural Qualification offer	Pupils across both sites have areas to dig and grow and this will be enhanced within the curriculum offer	Immediate	All staff	De-carbonisation Adaption and Resilience Climate Education and Green Careers Goals	See ASDAN qualification	No associated costs as use tree planting/plant network
Outcome	We have established outdoor areas for both sites and pupils are actively involved in this area of the curriculum. Currently training staff at secondary in a horticultural qualification.					
Increase biodiversity on school property by rewilding areas of school's grounds	Suitable areas have been identified. Only native plants have been selected and will continue to be. No chemicals are used and areas for insect	Immediate	All Staff	De-carbonisation Adaption and Resilience Climate Education and Green Careers Goals		No associated costs as we access free materials from registered charitable sources.

	population and other small mammal growth have been identified.					
Outcome	Forest school areas are designed to do this. We have some areas of both sites that are left unmaintained by grounds staff and pupils have monitored biodiversity.					
Climate Education and Green Careers						
Action	Steps	Timeline	Resources	Co-Benefits	Tools & Info	Funding
Share with Federation community what climate change action we are taking by promoting successes and achievements	Assemblies, newsletters. Get students involved	Immediate	All staff	De-carbonisation Adaption and Resilience Climate Education and Green Careers Goals		No associated costs

Outcome	Ongoing and shared via Instagram and WhatsApp channels.					
Increase our school's knowledge of climate change initiatives by joining a climate network.	Research networks and decide which is the best for your school to keep up to date with latest information and opportunities. Sign up to the network. Start engaging with network, attend meetings, read newsletters etc.	Throughout 2025-2026	All staff	De-carbonisation Adaption and Resilience Climate Education and Green Careers Goals	Need to seek out Royal Borough of Greenwich Climate Action Groups Home - Eco Schools (eco-schools.org.uk) UK Climate Change • Let's Go Zero (letsgozero.org)	No associated costs
Outcome	Staff member who is undergoing horticulture training is due to present to the SLT which versions will be most useful.					
Increase Federations knowledge of climate change by running a pupil led climate project.	Empower pupils to come up with their own climate change initiative STEM project. Work with pupils to develop project proposals and plans	Throughout 2025 - 2026	Head of Science	De-carbonisation Adaption and Resilience Climate Education and Green Careers Goals	Case studies | Royal Society	Partnership Grants | Royal Society

	using available resources. This could form part of the transition programme. Conduct project. Recognise and celebrate pupils achievements.					
Outcome	This is ongoing and will continue to be embedded throughout the academic year.					
Resilience and Adaptation						
Action	Steps	Timeline	Resources	Co-Benefits	Tools & Info	Funding
Assess the Federations risk and vulnerability to climate change.	Vulnerability analysis to identify the most at-risk areas of the school, such as aging infrastructure or vulnerable student populations.	Throughout 2025 - 2026	Site Manager Business Manager Executive Head Governing Board	De-carbonisation Adaption and Resilience	Climate Risk Mapping - London Datastore Local Climate Adaptation Tool (lcat.uk) Climate Just maps	None identified

					Local Authority Climate Service	
Create a climate adaptation plan.	Engage Federation to tailor CAPs based on specific school needs and local climate risks. Assess measures based on our climate risk profile, our available resources, and co-benefits. Begin with 'quick win' measures that require minimal investment and show immediate benefits to build momentum. Include measures to build adaptive capacity, for instance thinking about how you can	Entirety of 2025-6	All staff	De-carbonisation Adaption and Resilience	WWF resources for planning	None available

	showcase the benefits of a measure as an educational opportunity to teachers, pupils, and parents.					
Develop emergency response plans to build resilience in the school.	Establish protocols for rapid recovery after climate events. Ensure you are proactively planning to mitigate risk for vulnerable staff and students, including those with preexisting health vulnerabilities and social vulnerabilities	Entirety of 2025-6	All Staff		Emergency planning and response for education, childcare, and children's social care settings - GOV.UK (www.gov.uk) Local Authority Climate Service (metoffice.gov.uk). Local Climate Adaptation Tool (lcat.uk) Take action - Adaptation Scotland Climate adaptation toolkit and risk	None so far identified

					generator (localpartnerships.gov.uk).	
Outcome	This is within the school Critical Incident Policy.					
Monitor heat in classrooms.	React to levels with appropriate policy and procedure	Immediate	All Staff	Adaption and Resilience		None identified
Relax dress code in periods of hot weather.	React to levels with appropriate policy and procedure	Immediate	All Staff	Adaption and Resilience		None identified
Increase our Federation's knowledge of resilience and adaptation by raising awareness and educating	Integrate climate education into the curriculum. Involve students and staff in resilience-building activities.	During 2025-2026	All Staff	Adaptation and Resilience		None identified

Increase our Federations knowledge of resilience and adaptation by promoting water conservation practices.	Poster campaign led by school councils to inform the community about water security	During 2025 - 2026	All staff and community	Adaptation and Resilience		None identified
Prepare our schools for the physical impacts of overheating from climate change by installing ventilation and cooling	Choose an option for type of ventilation and cooling Options: •Natural ventilation •Cool roofs •Shading through tree planting •Insulation Train staff on how to use and maintain.	During 2025-2026	Premises Manager Business Manager Executive Head Governing Board	Adaption and Resilience	Ventilation-in-Schools-Interactive-Guide-Jaga.pdf Arup Compendium Helpful guide to help you understand options for action and prioritise adaptation measures	No funding available

Prepare our schools for the physical impacts of climate change by installing water efficient fixtures	Conduct a review/ audit of water fixtures. Identify possible areas of efficiency. Measures: · low-flow taps · dual flush toilets · rainwater harvesting Install fixtures. Train staff how to use and maintain.	During 2025 - 2026	Premises Manager Business Manager Executive Head Governing Board	Adaption and Resilience	School-Water-Audit-Water-Night-UK.pdf (waterwise.org.uk) Water Efficiency For Schools And Unis | Castle Water Arup Compendium Helpful guide to help you understand options for action and prioritise adaptation measures	No funding streams identified
Outcome	Staff are fully aware and reminded on daily briefings that these elements are important and pupils and staff are reminded how to dress for weather conditions.					

	We are already equipped with dual flush toilets and low flowtaps and our usage is monitored by our Premises team.					
Active and Sustainable Travel						
Action	Steps	Timeline	Resources	Co-Benefits	Tools & Resources	Funding
Increase our Federations knowledge of active and sustainable travel by signing up to TfL's travel for life.	Sign up to travel for life. Choose travel initiatives and work on them through the year. Work towards bronze, silver, gold accreditation. Celebrate award.	During 2025-2026	All staff and commiunity	Air Quality Climate Education	Travel for life	None available
Outcome	Applied for Travel for Life using Exec Head email.					
Reduce car trips by using public	Use public transport for school trips instead of	During 2025 - 2026	All staff	Air Quality	Travel for schools - Transport for London	None allocated

transport	hiring coaches/buses or school adapted minbuses				(tfl.gov.uk)	
Outcome	All school visits are scheduled to use TfL unless the journey is inappropriately long so school adapted minibuses are used.					
Encourage active travel by providing cycle skills for students	Organise external cycle skills lessons for students to improve their skills and safety on their bikes Extend to parents and carers. Extend to teaching staff	During Spring/Summ dr 2026	All staff and community	Air Quality	Cycle Training for Everyone - Deliver Safer Training | Bikeability	None allocated
Outcome	Pupils at KS3 and 4 actively ride their bikes and undergo enhanced cycle training. Pupils at KS 2 are giving cycle training. There is ample spaces to securely park a cycle.					
Encourage active travel by providing cycle to work scheme for school staff	Enrol your school in the cycle to work scheme. Promote amongst staff.	During 2025 - 2026	All staff	Air Quality	Cycle2Work	Funding is taken from staff salary sacrifice with tax benefits

Outcome	Cycle scheme is offered to all staff.					
Air Quality						
Action	Steps	Timelines	Resources	Co-Benefits	Tools & Resources	Funding
Create Clean Air Action Plan.	Create a clean air action plan	4 months	Executive Head Governing Board	Air Quality	The Clean Air for Schools Framework	No funding needed
Create an asthma friendly school plan	Check medical register for all with asthma Create a school wide emergency asthma plan . Choose an asthma lead. Adopt a policy for inhaler techniques and	4 months	Executive Head Governing Board	Air Quality	Asthma friendly schools - Transformation Partners in Health and Care	No funding needed

	emergency treatment. Create a system for identifying children who are missing school because of asthma.					
Improve the air quality at your school by installing an air quality filter	Research best filter for your school environment Set up filters in classrooms Train staff to maintain and manage the filters	During 2026 - 2027	All staff	Air Quality	Health effects of air pollution - Programmes - Impact on Urban Health	None allocated
Waste, Consumption and Recycling						
Action	Steps	Timescale	Resources	Co-Benefits	**Tools & Resources**	Funding
Reduce waste by banning single-use plastics in school	Replace any disposable items with reusable	Immediate	Executive Head	None	None	None

canteen						
Outcome	We do not use any disposable items.					
Reduce waste by banning single use plastic water bottles	All pupils to be issued with a bottle or beaker	Immediate	Executive Head	None	None	None
Outcome	We no longer issue water in plastic bottles except in special circumstances and they can be recycled under our waste management.					
Reduce waste by lowering single use plastic	Monitor and evaluate single plastic use and remove	Immediate	Premises Manager Business Manager Executive Head	None	None	None
Outcome	Already accomplished.					
Increase recycling by using recycled paper	Review the school's procurement policy and ensure paper purchased is recycled	Immediate	Business Manager Executive Head	None	None	None

Outcome	School buys recycled photocopying paper and all waste paper is recycled. We recycle our printer cartridges and other office consumables.					
Improving recycling facilities in the school	Ensure that all classrooms have a recycling bin. Recruit dedicated recycling monitors to support staff and students	Immediate	Heads of Schools Premises Manager	None	None	None
Outcome	Paper and plastic recycling in place. Food waste recycling in place.					