

Balksbury Federation

Sustainability Leadership & Climate Action Plan 2024 - 2027



Sustainability and Climate Action Plan Rationale

Balksbury Federation's Sustainability and Climate Action Plan is crucial in shaping a sustainable future for our community and beyond. The plan clearly sets out each step on the way to the federation's goal of making a significant impact on climate change. Our core values of **Mutual Respect, Perseverance, and Collaboration** are integral to the plan, fostering a community that works together to overcome environmental challenges. Our motto '**Learning and Growing Together**' perfectly aligns with our sustainability efforts; by sharing commonalities and understanding the global impact of climate change, humanity, and the globalisation of products and industry, we recognise the importance of working collaboratively for shared commonalities and towards our common goal. Significant work has already been carried out, providing opportunities to educate our children about their role in the environment and building essential life skills. This empowers them to make informed choices and take steps towards success, both locally and globally. While there may be financial limitations, the support of our governors, the passion of our children and the dedication of all staff ensures that we remain steadfast in our mission. We do not stand still. The overarching goal of the Sustainability and Climate Action Plan is to:

Promote environmental stewardship and education by fostering a culture of sustainability within the federated community and enhancing sustainability and resilience by implementing initiatives to improve energy and water efficiency, reduce carbon emissions, and enhance biodiversity on federation grounds.



The federation's Sustainability and Climate Action Plan is organised into four key areas in order to work towards our overarching goal: **Decarbonisation** (page 6), **Adaptation and Resilience** (page 11), **Biodiversity** (page 14), and **Climate Education and Green Careers** (page 16).

How does the federation's Core Vision align with the Sustainability and Climate Action Plan?

At Balksbury Federation, **we believe that education is a powerful gift and is ours to give**. We are committed to delivering inspirational teaching that develops well rounded and responsible individuals who aspire to achieve their full potential. Throughout the federation, we respect and value each child. Providing a safe, secure and welcoming learning environment, we will ensure that children gain a wealth of educational experiences as they move on their journey from Year R to Year 6.



Our 5 Year Vision core aim is to:

‘Explicitly continue to develop our curriculum so that it provides our children with the best chance of succeeding into the future in a world of an ever changing educational landscape and fulfils the federation’s core vision’.

Balksbury Federation's Sustainability and Climate Action Plan is fundamental to achieving our vision. By integrating eco-friendly practices and promoting environmental awareness among children and staff, the federation not only reduces its ecological footprint but also instils a sense of responsibility and stewardship in our community. Initiatives such as energy conservation, waste reduction, and sustainable resource management are pivotal in creating a greener federation. These efforts support our commitment to preparing children for a future where they can thrive as conscientious global citizens. Through these sustainable practices, Balksbury Federation ensures that its core vision of providing the best educational experiences is achieved, giving children the best chance of succeeding in an ever-changing educational landscape and developing leadership skills.

Learning Values in Action

Perseverance

Within our learning environment we teach our children to persevere in doing something, despite difficulty or delay in achieving success. In the words of Stephen Hawking, we want our children to:

'Remember to look up at the stars and not down at your feet.'

Our children are encouraged to welcome challenge and have self-belief. We want them to say:

'I may not be there yet but I am closer than I was yesterday.'

Our children recognise that tackling sustainability and climate change requires significant perseverance.

Respect

We strongly believe that respect is a two way process and this is built into our Code of Conduct. It is vital that our children embrace respect of differences and, other people's views and opinions. It is our belief that respect distinguishes from right and wrong, values all, and is a vital moral component of our federated community.

Collaboration

We strongly believe that by working together with others, children are enabled to solve future problems. Our curriculum fosters opportunities for children to collaborate. Through this, children build self esteem, positive attitudes and see others' point of view.

Balksbury Federation's Sustainability and Climate Action Plan is underpinned by our core learning values. By tackling sustainability and climate change, children learn to persevere despite difficulties, echoing Stephen Hawking's words to 'remember to look up at the stars and not down at your feet.' They are encouraged to welcome challenges and believe in themselves, understanding that progress is a journey. The plan also fosters respect by teaching children to embrace differences and value others' views. This mutual respect is the foundation of our ethos. Additionally, the plan promotes collaboration by providing opportunities for children to work together, solve problems, and build self-esteem. Through these collaborative efforts, children develop positive attitudes and learn to appreciate different perspectives, preparing them to face future challenges with confidence and empathy.



The Balsbury Citizen as a Climate Ambassador

Balsbury Federation's Climate Action Plan empowers children to demonstrate the skills of a Balsbury Citizen by providing diverse opportunities to help shape their community and the world around them both locally and globally.

We guide our children to be:



Honesty is ingrained in the Code of Conduct, encouraging children to act with integrity in their efforts to combat climate change. Ambition is fostered through curriculum opportunities that inspire children to 'look up at the stars and not down at your feet,' motivating them to seek innovative solutions for environmental challenges.

Creativity is nurtured through children's empowerment as part of the SMART School Council and Climate Action Team, allowing children to explore inventive approaches to sustainability.

Happiness is a cornerstone of the federated community's ethos and culture, ensuring a positive learning environment as they work towards a greener future.

Self-awareness is emphasised through the Code of Conduct and values, helping children understand their impact on the environment.

Uniqueness is celebrated, encouraging children to be individuals and think outside the box in their climate action efforts.

Resilience is embedded in the Federation's values, preparing children to face environmental challenges with determination.

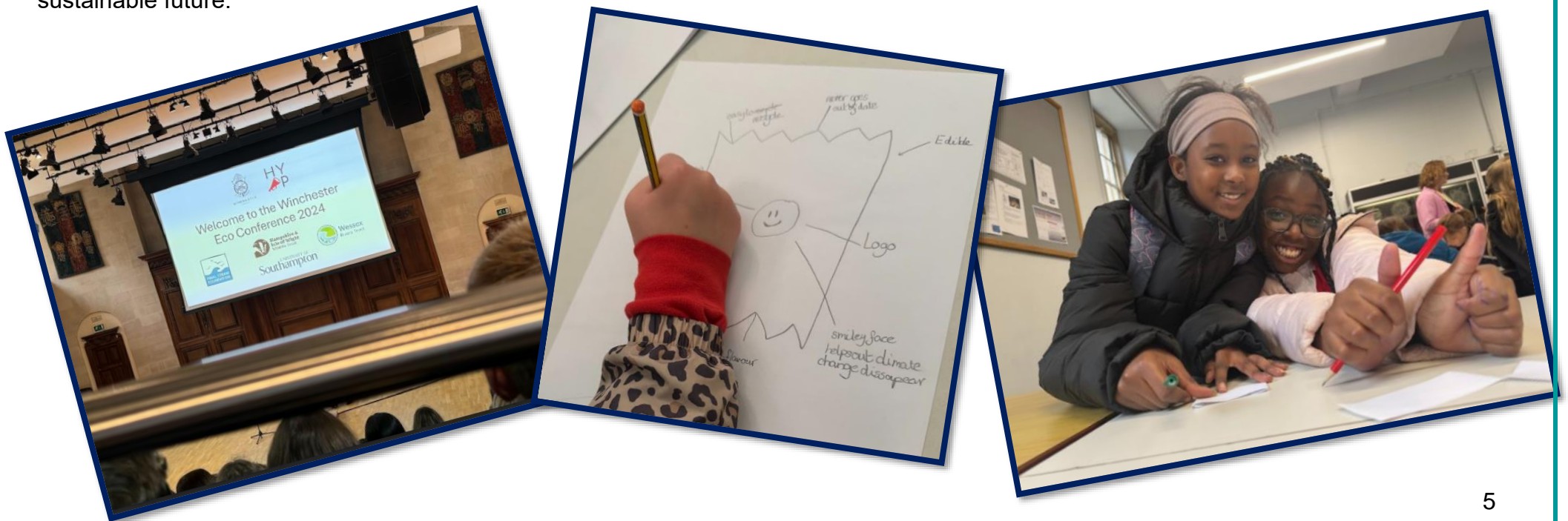
Compassion is woven into the ethos, culture, vision and values, promoting empathy and kindness towards the planet.

Empowerment is achieved through curriculum Key Stones, ethos, and culture, enabling children to take initiative and lead in climate action.

Open-mindedness is cultivated by building tolerance and resilience within the curriculum, fostering a willingness to consider diverse perspectives on environmental issues.

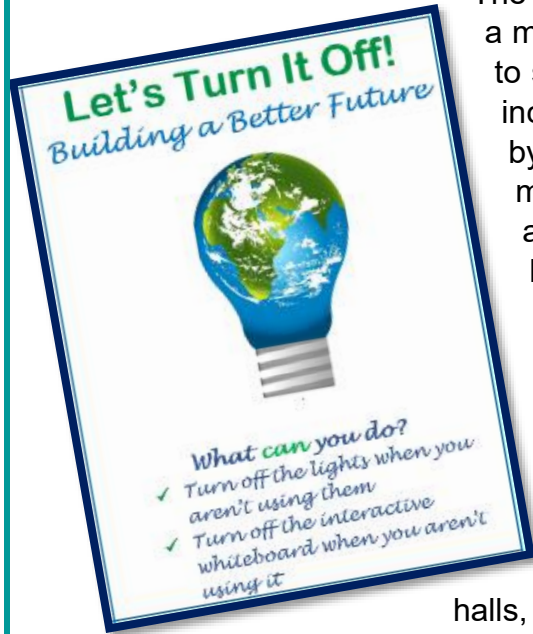
Motivation is embedded in the ethos, culture, vision, values, driving children to strive for excellence in their sustainability efforts.

Finally, **pride** is instilled through the curriculum, values, vision, fostering a sense of accomplishment and belonging as they contribute to a sustainable future.





Decarbonisation



The federation has taken significant steps to reduce carbon emissions. The **'Switch It Off' Campaign** has had a measurable impact, through electricity bills, in reducing energy consumption by encouraging the community to switch off electrical equipment when not in use. Since its launch in Autumn Term 2020, the campaign has included staff training and class assemblies to introduce the initiative. Posters have been strategically placed by light switches and other equipment to serve as constant reminders. The campaign's progress is closely monitored by school leaders and the Climate Action Team to ensure its effectiveness. Workshops and assemblies have been conducted to reinforce the importance of energy conservation, and the ongoing efforts have fostered a culture of sustainability.

Carbon emissions have also been reduced by installing **motion sensors** for lights and **automatic switch-off systems**. With the support of a government grant issued directly to schools, the federation has conducted evaluations, held meetings, and drawn up action plans for the installation of these systems.

The school energy grant has also facilitated the installation of **light timers**, **water heater timers**, and **new ceiling tiles** to address maintenance issues from the past 30 years. Research was conducted to identify the most appropriate sensors for each location, leading to their installation in corridors, halls, and toilets. Staff training was carried out to ensure proper use and maintenance

of the new systems. Further reductions in emissions are being achieved by transitioning to **LED light bulbs** as existing bulbs expire. The Site Manager logs each LED replacement, while the 'switch it off' routines ensure energy conservation.

The **Green Bucket system** and the **composter** in the Community Garden have been instrumental in decreasing waste by composting fruit and vegetable scraps. Since Autumn Term 2020, the initiative has seen the installation of a composter in the Community Garden and the purchase of green buckets for classrooms and the staff room to store and transport waste. Staff and children have been trained to develop routines and expectations for composting, reinforced through workshops and assemblies. Posters placed near the green buckets serve as reminders, ensuring the community remains committed to reducing waste and promoting sustainability.





The federation is proud to support the **ACE (Andover Community Engage) Community Fridge**, a waste prevention and community support project. The primary objective of this initiative is to prevent surplus food from going to waste and instead share it with the local community. By participating in this project, the federation not only helps reduce food waste but also supports families and individuals in need.

The installation of **solar panels** has been a significant step towards reducing carbon emissions and promoting sustainability. By harnessing renewable energy, the federation decreases its reliance on fossil fuels, thereby lowering its carbon footprint. The Business Manager and Headteacher regularly **review data on electricity usage** and the performance of the solar panels, to consistently assess the impact on the federation. This ongoing analysis ensures that the solar panels are effectively contributing to the federation's sustainability goals.

The federation uses **PaperCut software** to reduce misprinted photocopies and **minimise photocopier use**. PaperCut's print management system catches print jobs before they are printed. Staff can confirm or cancel these jobs, preventing unnecessary waste and any unneeded jobs are automatically deleted at the end of the day. Additionally, PaperCut enforces printing quotas and **promotes responsible printing habits** by requiring users to log in at the device, ensuring accountability and reducing careless printing. These measures collectively help reduce paper and toner waste, contributing to the federation's sustainability goals. Printers in the Admin Offices are now refilled with ink rather than cartridges which reduces the use of single use plastic.



From Autumn Term 2024, the federation has engaged Dolce School Catering to provide healthy meals at lunchtime. Part of the rationale for this choice was the innovative systems Dolce use in order to reduce carbon emissions and food waste. Their **pre-ordering system** enables parents to see the ingredients used in recipes and order lunches with children from home ensuring they will eat their meal. Dolce's **stock systems** also ensure that food is not over ordered and **expiry dates are carefully monitored**. Further information can be found at: <https://www.dolce.co.uk/news-blog/green-in-more-ways-than-one/>



With Dolce's stock level accuracy, food waste is instantly reduced by 25%

Over the Autumn Term 2025 bin audits were carried out in classrooms, offices, the dining hall at lunchtime and in the external waste collection bins. The findings of these audits were used to drive the federation's goals for waste reduction. New recycling and waste bins were ordered so that waste could be organised more efficiently and posters were created to support members of the federated community to place items in the correct section.

Current Goals

1.) Further explore the federation's carbon footprint by identifying where our emissions come from by January 2026

The Sustainability Lead will use the online tool [Keep Britain Tidy](#) to obtain a breakdown of carbon emissions. Following this, the Sustainability Lead will:

- Identify areas for further development
- Set up meeting with Climate action Team, Leadership Team and Site Team
- Update Sustainability and Climate Action Plan with actions drawn by Summer Term 2025

2.) Continue to monitor and further improve recycling systems and processes (ongoing)

Actions drawn from implementing bin audits across the federation:

- Develop systems and processes for reducing food waste and using new food waste bins
- Work with Dolce Catering to ensure food waste is reduced and disposed of correctly
- Work with Moores Cleaning to ensure recycling is effective
- Monitor impact of actions and respond to challenges

3.) Review buying practices to identify factors causing emissions by March 2026

Liaise with regular suppliers to find out if they have a carbon reduction plan and Net Zero Target:

- Dolce
- County Supplies
- Amazon

Adaptation and Resilience



The federation has taken significant steps to improve adaptation and resilience by installing **energy-efficient windows** and **new scholar panels**. This initiative has not only reduced energy consumption but also enhances the learning environment for children by providing better insulation and natural light.

To promote water conservation, the federation has installed **water butts** across its grounds. These water butts collect rainwater, which is then used for watering plants and gardens, reducing the reliance on mains water and promoting sustainable water usage practices. To further conserve water, the federation has installed **taps with timers**. These timers help regulate water usage, ensuring that taps are not left running unnecessarily, thereby promoting water efficiency and sustainability.

The federation has implemented **clean air measures** by reducing parking onsite through the installation of electronic gates and providing **'Park and Stride'** maps for families. Parents who use the car parks for 'Drop-off' and 'Pick-up' clubs are instructed to switch off their engines. Additionally, a **school travel plan** was conducted to understand how children travel to school, leading to the funding and planned installation of new **scooter pods** to decrease car travel.

Balksbury Federation understands the significant benefits of **taking learning outside** and teaching teams do so regularly to enhance learning. **The construction of a large Tipi**, capable of accommodating an entire year group, has provided a valuable tool to overcome barriers to outdoor learning. The Tipi serves as a versatile learning space, offering shelter during inclement weather and shade on hot days. By integrating outdoor learning into the curriculum, the federation fosters a deeper connection to nature and encourages sustainable practices by reducing energy consumption. This approach not only enriches the educational experience but also prepares the school community to effectively manage changing environmental conditions, promoting long-term resilience and environmental consciousness.

As part of the Health and Wellbeing curriculum, **each year group grows food** in the Community Garden which supports the federation's adaptation and resilience. The construction of 'Polly' the polytunnel has meant that the garden can be used more effectively all year round and an automatic watering system ensures that plants get what they need to grow. The Community Garden is also used effectively as a tool to ensure that self-reliance is fostered. For example, Year 3 children harvest seeds annually from poppies that the previous year group has grown and then grow poppies from these seeds to repeat the cycle for the following cohort. Year 6 children also adopt the same approach for growing pumpkins. These initiatives **reduce the need to source resources externally** and teach children essential skills in sustainable agriculture, fostering a practical understanding of food production and resource management. By participating in gardening activities, children develop a deeper connection to the environment and learn the importance of self-sufficiency. This experience not only promotes healthy eating habits but also equips the federated community with the knowledge and skills to adapt to environmental changes, ultimately enhancing the overall resilience and sustainability of the federation.

Current Goals

1.) Further reduce water waste by organising a water saving audit with Southern Water by Spring Term 2026

The Sustainability Lead and Climate Action Team will:

- Contact Southern Water to arrange a visit
- Act on advice and support given

2.) Gather data on air quality across the federation to explore how further steps could be taken to improve it by Summer Term 2026

The Sustainability Lead will research air quality monitors and engage the Climate Action Team to:

- Gather data in different locations and different times of the day
- Draw actions from data gathered

3.) Explore the installation of a wormery to improve composting practices in the Community Garden and build on the Green Bucket campaign by Summer Term 2026

The Sustainability Lead will research suitable wormeries and engage the Climate Action Team to:

- Research suitable wormery models and suppliers, considering factors like size, cost and maintenance
- Determine the budget required for the wormery and secure funding
- Identify and prepare a suitable location for the wormery
- Set up and install the wormery, ensuring it is operational
- Conduct training sessions for staff and children on how to use and maintain the wormery
- Review the impact of the wormery on waste reduction and sustainability goals and report findings to the Leadership Team

Biodiversity



Balksbury Federation has consistently prioritised increasing the variety of plant species on its grounds to support pollinators and this has been key objective of the Climate Action Team.

In 2019, the federation developed the **Community Garden** to kickstart this initiative. In 2020, a garden was planted around the Hive building including **lavender and curry plants to provide a habitat for bees**. The following year, in 2021, **border trees** were planted to enhance biodiversity around the playing field. A **Sensory Pollinator Garden** was introduced in 2023 at the front of the junior school, creating a vibrant environment for pollinators and further increasing the plant species available. The same year, a partnership with **Ecolab Community Volunteers** was established to further support these efforts. The **Plant a Memory Garden** and **Sensory Herbs Raised Bed** projects were completed in 2024, continuing the federation's commitment to fostering a **pollinator-friendly environment**.

Rewilding the pond and the Year 3 garden at Balksbury Federation has had an impact on both the environment and the Science curriculum. By restoring these areas to a more natural state, the federation has created vibrant habitats that **support a diverse range of wildlife**, including insects, amphibians, and birds. This initiative has also provided children with enriched learning opportunities for longitudinal studies in Science, fostering a deeper connection to nature and enhancing their understanding of ecological systems. Additionally, the rewilded spaces serve as tranquil spaces within the school grounds, promoting mental well-being and offering a peaceful children and staff.

Significant efforts have also been made to **support local wildlife** through the installation of various habitats and resources. **Bird feeders** and **bird houses** have been strategically placed to provide nourishment and secure nesting sites for various bird species. Additionally, **bug hotels** and **bee hotels** have been set up to offer shelter and breeding grounds for beneficial insects, contributing to biodiversity and aiding in pollination. The rewilded pond serves as a vital habitat for amphibians and aquatic life. The federation does not limit its efforts to the school site and actively supports **local community efforts** to increase biodiversity through its collaboration with **Andover Trees United**. As part of this initiative, Year 1 and Year 4 children participate in tree planting activities, fostering understanding of environmental stewardship. These initiatives not only enhance the local ecosystem but also provide children with important learning experiences about wildlife conservation and environmental stewardship.

Through the federation's Arts Festival in the Summer Term 2025, a series of biodiversity-focused initiatives were implemented. Children participated in enrichment activities that celebrated the richness of local ecosystems and inspired children to explore the natural world through creative expression. A range of art projects including painting, sculpture, photography, and mixed media were developed to deepen children's understanding of native wildlife and plant species. Teaching teams also organised engaging workshops and presentations, welcoming **local**

experts and environmental organisations to share their knowledge and passion. Community involvement was actively encouraged, with parents and local artists invited to contribute to the festival and participate in activities. These efforts culminated in a vibrant exhibition during the **Arts Festival**, showcasing children's artwork and performances that powerfully conveyed the importance of biodiversity and the Federation's shared vision for a **sustainable future**.

	Current Goals
Biodiversity	<p>1.) Review Test Valley Borough Council's Climate Emergency Action Plan and evaluate the federation's Climate Action Plan to ensure they are aligned (Spring Term 2026)</p> <p>Climate Emergency Action Plan Test Valley Borough Council</p> <p>The Sustainability Lead will work with the Climate action Team to:</p> <ul style="list-style-type: none"> • Conduct a gap analysis to identify any discrepancies or areas for improvement between the federation's initiatives and the council's plan • Organise a meeting with Leadership Team, Site Manager and Business Manager, to discuss findings from the gap analysis and potential adjustments • Update the federation's Sustainability and Climate Action Plan to incorporate any necessary changes or new initiatives that align with the council's plan <p>2.) Continue to monitor and maintain the biodiversity within the federation grounds (ongoing)</p> <ul style="list-style-type: none"> • Use data gathered through children's longitudinal studies to inform actions (Climate Action Team to monitor) • Restocking of plants in pollinator border, raised beds on playground and junior school garden when required • Children to be involved in watering plants at playtime and lunchtime using water gathered in water butts

Climate Education and Green Careers



Children learn about biodiversity and sustainability by **growing food** in each year group. As part of the **Health and Wellbeing** curriculum, children embark on learning journeys where they experience planting and growing food in the Community Garden. This practical approach not only teaches them about ecosystems and sustainable food practices but also helps them develop healthy eating habits and a strong sense of environmental responsibility. Each year group also has core Health and Wellbeing learning journeys to support climate education:

Year 1: Water Pollution

Year 2: Litter Issues

Year 3: Being Safe and Clean in the Environment

Year 4: Pollution

Year 5: Fairtrade and Sustainability

Year 6: Carbon Footprint

Knowledge about biodiversity and sustainability are also woven into core subjects such as **Science**, **Geography**, and **Religious Education**. Through the Science curriculum, children explore **ecosystems**, the role of **various species** and the impact of **human activities** on the environment. In Geography they learn about the global impact of human activity and the importance of **diverse habitats** and **sustainable practices** worldwide. In Religious Education they explore their **moral duty** to protect the world through **stewardship**.

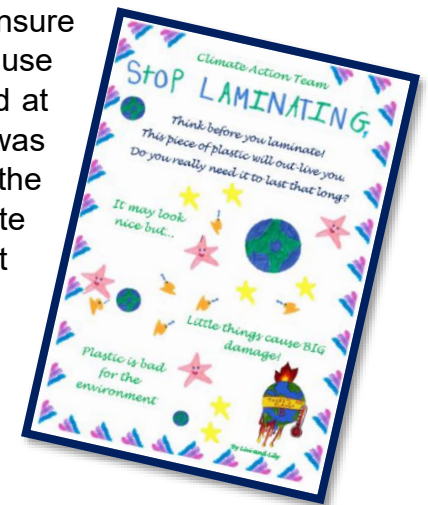
The **Gardening Club** plays a key role in **nurturing** children's **interests** in biodiversity. Club members learn about different plant species, their roles in the ecosystem, and the importance of maintaining diverse habitats. Children also get to observe and interact with various insects and wildlife that visit the grounds, gaining a deeper understanding of the interdependent relationships within nature. The **local nature reserve, Rooksbury Mill**, is used to develop children's understanding of biodiversity through **local area visits** for Year 1 and Year 4. Children **explore the plant and animal species in the area** and how these change over time as well as the **human impact** on the environment, gaining a deeper appreciation for local ecosystems and the importance of biodiversity. Knowledge of biodiversity and sustainability is applied in Year 6 through annual trips to **Trinley**



Estate Farm which have been funded by the federation since 2021. This partnership provides Year 6 children with an opportunity to earn about **sustainable farming practices** and **wildlife protection**. These experiences help children understand the importance of sustainable agriculture and the role it plays in preserving ecosystems as well as discovering where their food comes from.



At Barksbury Federation, everyone in our community is considered a vital part of the **Climate Action Team**. To ensure that all **voices are heard**, representatives have been elected from across the junior school who champion the cause and lead various initiatives. Since the formation of the Climate Action Team in 2021, numerous projects aimed at promoting sustainability and environmental awareness have been accomplished. A **badge competition** was launched to foster a sense of identity and pride and grant funding was successfully secured, which enabled the establishment of a sensory pollinator garden. Climate Action Team campaigns to **reduce laminating** and promote the use of sustainable whiteboard pens have been ongoing. The **whiteboard pen campaign** and the subsequent research project into LCD screens have opened new avenues for sustainable practices within the federation. Year 5 and Year 6 children had the opportunity to participate in the **Winchester University Climate Conference**, where they gained valuable insights into climate action and sustainability. Through these collective efforts, the federation's Climate Action Team continues to make a significant impact, fostering a culture of environmental stewardship and sustainability within our community as well as **shared commonalities**.



Over the academic year 2024-2025, the Climate Action Team researched recycled and refillable whiteboard pens, gathering data on cost, durability, and performance. They compared these options with the current single-use pens and evaluated environmental benefits such as reduced waste and resource conservation.

A presentation of findings, including cost comparisons and performance data, was delivered to the Executive Headteacher and Business Manager. The analysis revealed that the most sustainable and cost-effective solution was to adopt long-lasting pens, which offered superior durability and lower overall costs compared to both single-use and refillable alternatives. These pens are now in use across the federation and whiteboard pen waste has reduced significantly.

The Climate Action Team requested that the Leadership Team focus the Summer Term 2025 assemblies on the federation’s Climate Action Plan. As a result, the plan was explained to all children and staff, ensuring everyone understood its purpose and key objectives.

A series of assemblies were delivered to educate the federation community on sustainability topics, including recycling, food waste, water conservation, and the other areas outlined in the plan. These sessions also highlighted practical initiatives such as composting, biodiversity projects, and the importance of working together to recycle.

Climate Education and Green Careers	Current Goals
	<div>1.) Engage further visitors to the federation to enrich climate education as part of the ambitious curriculum (ongoing)</div> <div><ul style="list-style-type: none">Explore experts within the local community such as the Trinley Estate farm team and local bee keepersSubject Leaders and Year Group Leaders to explore visitors to enrich learning journeysExplore links with secondary schoolsExplore links with businesses in the local community</div> <div>2. Participate in the Hampshire Climate Unity virtual conference (January 2026)</div> <div><ul style="list-style-type: none">Year 5 and 6 children to participateSMART School Council meeting to explore actionsClimate Action Team to update action plan with next steps</div>