

THOMAS MILLS HIGH SCHOOL & SIXTH FORM



POLICY DOCUMENT 51

POLICY ON SCHOOL SUSTAINABILITY & ENVIRONMENTAL ISSUES

Date approved by Board of Trustees	20 th May 2025
Next review due:	Academic Year 2027 - 2028
Policy review cycle:	Every 3 years
Policy Owner:	Business Manager

Vision Statement

***We, the staff and governors, aspire
to ensure that all our students,
irrespective of ability
and regardless of anyone's doubts,
achieve their potential in full;
and we aspire in this way to make Thomas Mills High School
the best in the country.***

Thomas Mills High School is an Academy and a company limited by guarantee
incorporated in England & Wales under number 7605059

1. Thomas Mills High School seeks positively to comply with all relevant environmental legislation. Beyond that, we are committed to reducing by all practicable and affordable means those effects of our activities which are potentially harmful to the local, national and global environment.
2. Relevant updates will be provided to staff and pupils to raise awareness of the School's aims and to enlist their active support in achieving them.
3. Suppliers and stakeholders will be informed of the school's policy and measures will be taken to enlist their support.
4. The strategy for implementing the policy will:
 - (a) take into account relevant parts of local and national government plans;
 - (b) be incorporated into the School Development Plans;
 - (c) set targets for progressive improvements in reducing the potentially harmful environmental impact of our work, including
 - (i) in the minimising of waste (by evaluating the school's activities and ensuring they are as efficient as possible), and
 - (ii) in the minimising of emissions (through the sourcing of the school's power requirement);
 - (d) ensure that due weight is given to environmental concerns and sustainable development principles in all planning and design decisions and in the maintenance of the school's estate;
 - (e) promote recycling actively and continuously, wherever practicable;
 - (f) ensure that the curriculum allows pupils to develop their environmental awareness and understanding and to engage actively in measures to improve the environment of the community.
 - (g) Provide a platform for the school's Eco-Council to implement actions which will improve the school's immediate environment as well as improve the global environment such as reduction of waste, recycling and reducing the effects of harmful emissions for example.

The school is committed to a comprehensive School Sustainability Plan (Annex A) and involves several key components: understanding current legislation, setting clear goals, implementing strategies, and providing relevant training.

For Thomas Mills to comply with current sustainability legislation and effectively implement sustainable practices we have created the following plan:

1. Understanding Current Legislation

- **Green Ribbon Act:** Promotes environmental education, health, wellness, and sustainability literacy in schools.
- **UK Department for Education's Sustainability Strategy:** By 2025, all educational settings must have a nominated sustainability lead and a climate action plan.

2. Setting Clear Goals

- **Environmental Impact:** Reduce carbon footprint, energy consumption, and waste.
- **Health and Wellness:** Improve indoor air quality, promote healthy eating, and encourage physical activity.
- **Sustainability Literacy:** Integrate sustainability into the curriculum and extracurricular activities.

3. Implementation Strategies

- **Sustainable Campus Design & Infrastructure:** Use energy-efficient lighting, improve HVAC systems, and incorporate green building materials.
- **Waste Reduction & Recycling Programmes:** Implement comprehensive recycling programs and reduce single-use plastics.
- **Sustainable Transportation Initiatives:** Encourage walking, cycling, and the use of public transport.
- **Water Conservation Efforts:** Install low-flow fixtures and promote water-saving practices.
- **Sustainable Procurement Policies:** Source eco-friendly products and materials [\[3\]](#).

4. Monitoring and Evaluation

- **Regular Audits:** Conduct regular sustainability audits to track progress and identify areas for improvement.
- **Feedback Mechanisms:** Establish channels for students, staff, and parents to provide feedback on sustainability initiatives.
- **Reporting:** Publish annual sustainability reports to maintain transparency and accountability.

5. Engagement and Communication

- **Student Involvement:** Create student-led sustainability clubs and projects.
- **Community Partnerships:** Collaborate with local businesses, government agencies, and non-profits to support sustainability efforts.
- **Awareness Campaigns:** Run campaigns to raise awareness about sustainability practices within the school community.

By following this plan, our school will not only comply with current legislation but also foster a culture of sustainability that benefits both the environment and the school community. 🌱

THOMAS MILLS HIGH SCHOOL & SIXTH FORM



POLICY DOCUMENT 51 – Annex A

POLICY ON SCHOOL SUSTAINABILITY & ENVIRONMENTAL ISSUES

SUSTAINABILITY ACTION PLAN

Thomas Mills High School & 6th Form is committed to educating our pupils about environmental concerns and the importance of living sustainably. Healthy living is a key school attribute at our school:

We provide opportunities to go beyond personal health and consider a 'healthy world'. Through our curriculum and additional provision students explore not just their role in helping the environment but in how they can shape their community and the world they will grow up in.

Our climate change team consists of:

- The School Business Manager (sustainability lead)
- Site supervisor and Site team
- The Headteacher (who will delegate environmental and sustainability curriculum teaching)
- Eco Council (pupil group)

The plan is split into two sections:

- Section 1: Commitment to continue with the actions we are already taking
- Section 2: Action Plan for change

Thomas Mills commit to continue with the following actions:

DfE Link	Actions	Responsibility
Curriculum		
1 Climate education and green careers	We have a whole school approach which incorporates climate change into the curriculum and school life.	Headteacher
2 Climate education and green careers	We continue to seek out good practice to get inspired and share learning with other education settings on learning about climate change.	Headteacher
3 Climate education and green careers	Through lessons and the curriculum plan we encourage behavioural change by the students to help the environment.	Headteacher
4 Climate education and green careers	The Curriculum at TMHS is designed to teach young people about nature in their local area, for example different types of land and habitats, how they are managed, flora and fauna and weather patterns.	Headteacher
5 Climate education and green careers	Teach students about how to reduce/eliminate single-use plastics at home.	Headteacher
Waste		
1 Decarbonisation	At TMHS we continually work to minimise our paper use e.g. through reminders to only print when necessary, photocopier default set to print on both sides.	Business Manager
2 Decarbonisation	Clear recycling systems in place: clear expectations on what can be recycled. Separate recycling bins, clearly labelled. Recycling separated and pupils and staff educated about the value of resources.	Site Supervisor
3 Decarbonisation	Second hand uniform shop available to parents.	Business Manager
4 Decarbonisation	Paperless communication with parents.	Business Manager
5 Decarbonisation	Records Management system in place to reduce the amount of information saved on network drives and on the cloud.	Business Manager
6 Biodiversity	Food waste separated by kitchen and collected for composting.	Site Supervisor
7 Biodiversity	Regular litter picks completed around school site by pupils.	Business Manager
8 Decarbonisation	Clothes recycling activities at school regularly used by parents and staff	Business Manager
9 Decarbonisation	Encourage students and staff to recycle electronics and scrap metal into WEE skip on site	Business Manager
Food		
1 Decarbonisation	Catering team have a commitment to reduce single use plastic and food waste.	Business Manager
2 Climate education and green careers	Students are educated about the impact of food waste on the climate and are encouraged to take action in school and at home.	Headteacher
3 Climate education and green careers	Promote more vegetarian options and reduce the number of meat options / days. E . G . The menu includes a meat free Monday and 2 vegetarian and 1 meat option Tuesday – Friday.	Business Manager

	DfE Link	Actions	Responsibility
5	Climate education and green careers	Menu's are planned in advance to be appealing, they are trialled with the school food council.	Business Manager
6	Climate education and green careers	Lunch time is managed to reduce queuing time and to ensure all pupils are given time to eat and to reduce food waste due to pupils feeling they do not have enough time to eat.	Business Manager
7	Climate education and green careers	Meals are managed in a way which means pupils can make a selection at the servery – ensuring they are choosing something they want to eat, alongside reducing wastage of over cooking through pre-orders.	Business Manager
Air Quality			
1	Climate education and green careers	Children in Framlingham are encouraged to come to school on foot or bike to reduce pollution near school.	Business Manager
2	Biodiversity	The grounds are planted with a range of trees, flowers and shrubs to improve air quality.	Business Manager
3	Climate education and green careers	Students are educated about air pollution and how they can reduce their own exposure to pollution and how they can reduce their contribution to it.	Headteacher
4	Climate education and green careers	Students take part in science activities to monitor air quality levels on the school site and nearby areas	Headteacher
5	Adaptation and resilience	Window maintenance plan in place to help air circulate better, improving student health and reducing their exposure to air pollution.	Business Manager
Travel			
1	Decarbonisation	To encourage walking to school and bike racks	Business Manager
2	Decarbonisation	Parents/Carers of pupils in upper key stage 2 are encouraged to allow their children to be responsible for getting themselves to and from school.	Business Manager
Reducing Energy			
1	Decarbonisation	Regular reminders to staff to switch off all lights, appliances and plugs when not in use.	Business Manager
2	Decarbonisation	Energy costs are monitored monthly and concerns investigated.	Business Manager
3	Decarbonisation	Thermometers are used to monitor temperature levels, for heating purposes we maintain the following temperature levels: <ul style="list-style-type: none"> • 18°C-20°C for parts of the building where there is a normal level of activity, such as classrooms and offices • 15°C for corridors, halls, washrooms and circulation areas 	Site Supervisor

	DfE Link	Actions	Responsibility
4	Decarbonisation	Regular reminders for windows and doors to be kept closed when the heating is on ensure maximum efficiency of insulation and warmth.	Business Manager
5	Decarbonisation	Corridor, cloakroom and toilet lights are set on timers to reduce usage. LED lighting installed across the site	Business Manager

Outdoor Space

1	Biodiversity	Green spaces utilised well across the school and/or outdoor learning sessions for every pupil	Headteacher
2	Biodiversity	Planting of native trees, shrubs and other plants around the school perimeter to capture more carbon with natural solutions.	Headteacher
3	Biodiversity	Birdbaths, feeders, bird houses, bug hotels, bee hotels, ponds all installed to support local wildlife.	Headteacher
4	Climate education and green careers	Students are involved in looking after our green spaces	Headteacher
5	Biodiversity	Wild patches left and wild flower areas around the site	Headteacher
6	Biodiversity	Where possible we do not use any chemicals within our outside space to help wildlife. We work closely with our grounds maintenance team to find alternatives to chemicals	Headteacher

Water

1	Climate education and green careers	Curriculum plans include learning about local water scarcity and hazard risks to encourage a culture of saving, rather than wasting water and to encourage creative ideas for how water can be saved at school.	Headteacher
2	Climate Education and Green Careers	Findings and progress about water conservation is shared with the school community, to involve staff, pupils and parents by raising awareness we aim to get all groups on board with adopting water saving habits	Headteacher

	DfE Link	Actions	Responsibility
Procurement			
1	Decarbonisation	Resources are bought with a 'just in time' mindset ensuring a reduction in over ordering and reducing waste.	Business Manager
2	Decarbonisation	Consideration is given to travel emissions in the supply chain and where possible local suppliers are used	Business Manager

Action Plan for change

Action	DfE Link	Target/ Measure	Timescale / Deadline	Responsibility	Evaluation of action / result of action
Curriculum					
1. Find creative ways to incorporate sustainability into the curriculum, especially in subjects where it may usually be absent such as PE, art or history.	Climate education and green careers	Evidence of curriculum links across subjects i.e. An art project showing the impact of climate change	To be fully embedded by September 2026	Headteacher	
2. Increase integration of climate change into all subjects.	Climate education and green careers	Clear evidence of subject integration and regular learning of climate change	To be fully embedded by September 2026	Headteacher	
3. Promoting green careers to pupils	Climate education and green careers	Ensuring at least 2 x green careers take part in the annual careers week	July 2026	Business Manager	
Waste					
1. Eco council to create climate change star rating for each room and monitor rooms	Climate education and green careers	Each room has a star rating against key climate change areas including energy use / switch off	September 2026	Headteacher	
2. Identify what is being thrown away in your schools. Do a waste audit of classrooms, staff room, dining hall and the school office.	Decarbonisation	Audit created feeding into a waste reduction plan	September 2025	Site Supervisor	
3. Provide recycling opportunities for a range of products (i.e. soft plastics, batteries etc.)	Decarbonisation	Additional recycling stations at school Items in school recycled/re-used/re-purposed	September 2025	Business Manager	

Action	DfE Link	Target/ Measure	Timescale / Deadline	Responsibility	Evaluation of action / result of action
Food					
1. Encourage students and staff to bring plastic free packed lunches.	Climate Education and Green Careers	Reduction in waste	September 2025	Business Manager	
2. Compost food waste from classrooms	Biodiversity	Each class collects food waste and take to 'red fruit bin' for composting each day	May 2026	Site Supervisor	
Air quality					
1. Encourage children to choose walking and cycling routes to school that are safer, and with less traffic and pollution.	Climate Education and Green Careers	More students walking/cycling to school	September 2025	Business Manager	
2. Students create road signs with air pollution information to display around the school.	Climate Education and Green Careers	Poster competition in school – best posters displayed around school, noticeboard, website	June 2026	Business Manager	
3. Create a clean air zone around schools by implementing 'active' solutions (encouraging parents / carers to always switch off engines outside school, consider parents parking elsewhere and walking) to reduce pollution levels in and around school premises.	Adaption and Resilience	Reduce pollution Posters / newsletter used to share clean air zone Eco council / School council to monitor parent parking	To be started by June 2025	Business Manager	
Travel					
1. Encourage staff and pupils to change the way they travel to school	Climate Education and Green Careers	Reduce vehicle transport Less traffic at peak times	September 2025	Headteacher	

Action	DfE Link	Target/ Measure	Timescale / Deadline	Responsibility	Evaluation of action / result of action
2. Reducing travel emissions on school trips	Decarbonisation	Consider transport modes for trips – add to trip checklist	September 2025	Business Manager	
3. Improve pathways / routes to school to encourage more people to walk/cycle/scoot	Decarbonisation	SCC Highways make improvements to pathways and routes	September 2027	Business Manager	
Energy					
1. Eco warriors to create climate change star rating for each room and monitor rooms	Climate education and green careers	Each room has a star rating against key climate change areas including energy use / switch off	September 2026	Headteacher	
2. Heating controls to be used to limit timings and temperature across school	Decarbonisation	Heating control panel fixed and working correctly Room thermostats used to monitor room temperatures throughout the day	September 2025	Site Supervisor	
3. Measure, record and publicise savings	Decarbonisation	Baseline measure taken of energy use. Encourage switch off practice as above Publicise our savings	September 2026	Business Manager	
4. To install solar panels across the site	Decarbonisation	Solar panels successfully installed across site Reduction in energy usage from the grid	Completed	Business Manager	Energy savings and income to offset cost of equipment
Outdoor Space					
1. Create a rain garden in shallow landscaped depressions that can capture runoff from roofs or hard surfaces and can be planted with a wide range of plants that can survive occasional highwater volumes.	Adaption and Resilience	Rain gardens in place successfully planted	July 2027	Business Manager	

Action	DfE Link	Target/ Measure	Timescale / Deadline	Responsibility	Evaluation of action / result of action
2. Introduce additional shade structures to reduce heat risk and allow time outdoors in hot weather	Adaption and Resilience	Funding for large trees to be planted/areas covered by structures	July 2026	Business Manager	
3. Reduce flood risk in liaison with Town Council and Environment Agency	Adaptation and Resilience	Flood prevention measures in place and reduction in flood levels in high rain	July 2025	Business Manager	Drainage channels cleared
Water					
1. Encourage staff, parents and students to use refillable water bottles / coffee cups and educate them to pour leftover water onto the garden.	Climate Education and Green Careers	Less disposables being used at events Leftover water being re-used	July 2025	Business Manager	
2. Change taps in bathrooms to be sensor powered to avoid taps being left on.	Adaptation and Resilience	Grant funding to replace As taps need replacement look at sensor options Measurable reduction in water use	September 2025	Business Manager	Part completed May 2025
3. Explore grey water system for toilet flushing	Adaptation and Resilience	Current rainwater system evaluated for fitness Rainwater system in place	September 2027	Business Manager	
4. Ensure all sinks have access to plugs and staff are encouraged to not wash up under a running tap	Adaptation and Resilience	Plugs in situ and being used Measurable reduction in water use	June 2025	Site Supervisor	
Procurement					
1. Review common purchases to identify more sustainable alternatives.	Decarbonisation	20% of common purchases moves to sustainable alternatives	January 2027	Business Manager	
2. Identify factors causing emissions from your regular or high value purchases – consider transport, disposable commodities, energy and fuel use, packaging, primary and secondary waste.	Decarbonisation	20% of regular and high value purchases moves to sustainable alternatives	September 2027	Business Manager	

Action	DfE Link	Target/ Measure	Timescale / Deadline	Responsibility	Evaluation of action / result of action
3. Ask regular suppliers if they have a carbon reduction plan and Net Zero Target.	Decarbonisation	Plans received from regular suppliers and contractors	September 2025	Business Manager	
4. Once purchases have reached end of life, is there an alternative use? Consider take back schemes offered by some of your suppliers e.g. for furniture, recycling schemes like Olio and Freecycle or donating to local charities.	Decarbonisation	Reduction in waste / skip use More items recycled/repurposed	July 2026	Business Manager	