



King's Group
Academies



SUSTAINABILITY STRATEGY

OCTOBER 2025



**26% by
2026**

Our Carbon Reduction Target



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Introduction

Those of us responsible for the education of young people have a unique opportunity to ensure that our students are equipped to make reasoned and informed decisions about their environmental future. This document sets out how King's Group Academies (KGA) will provide that information and how everyone in our organisation has a responsibility to ensure that we succeed.

KGA aim to motivate and encourage our students, staff, parents, carers and stakeholders to achieve the highest practicable levels of sustainability in our everyday activities. Our plan is to follow a forward-thinking approach towards protecting our environment for now and for future generations.

Our strategy will encompass, where possible, the curriculum, all academy sites and our operations across the Trust. We are committed to cutting our carbon emissions annually with the ultimate goal of becoming carbon neutral in line with government targets. In practice this will not be achievable without carbon offsetting, but we initially aim to reduce our emissions by 26% by 2026. We will review our Strategy annually.

We are committed to working towards the United Nations 17 Sustainability Development Goals with particular focus on:

-  *Good health & well-being*
-  *Quality education*
-  *Gender equality*
-  *Decent work and economic growth*
-  *Reduced inequalities*
-  *Peace, justice and strong institutions*
-  *Climate action*





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Our Approach

As a Trust we aim to lead by example in the way we handle environmental issues. One of our academies, King's Academy Ringmer, is already a national award-winning academy for its eco projects and environmental credentials. The Trust has a Sustainability Working Group, a dedicated Sustainability Lead and an Environmental Advisor with specific experience in the education sector.

We will be encouraging our suppliers to join us on our Sustainability journey and will incorporate questions to determine their eco commitment in our scoring when tendering for goods and services.

Our Plan

Students, Staff and Stakeholders

Our students, staff and all stakeholders will have access to the knowledge and skills they need to make the right decisions to carry out actions that reduce carbon emissions* and do not compromise the planet. We will integrate the values inherent in Sustainability into all aspects of learning and business decisions. *26% by the end of 2026.

Waste and Recycling

We will minimise and manage waste through elimination, reduction, reuse and recycling across all of our academies.

Energy and Water

We will conserve water through efficient use, awareness and management and use data management to monitor and reduce our energy use.

Travel and Transport

We will endeavour to provide accessible sustainable travel options for staff and students via Green Travel Plans for each academy.

Procurement

Where practicable, we will require our suppliers of goods and services to provide us with evidence of their sustainability credentials.





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2025-2026**

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Buildings and Estates

We will complete a structural survey of all Trust buildings and prioritise repair and improvement works maximising the potential for carbon reduction and environmental impact where finance and operational priorities allow.

Targets for KGA Management 2025 - 2026



Develop the Sustainability Working Group as a Committee of the Board of Trustees, leading on the governance of KGA's sustainability agenda on behalf of the Board, to ensure that KGA not only meets the targets of the DfE Climate Action Plan but also delivers the best experience possible to our students and stakeholders.



By means of the Eco Forum, share best practice between academies, reporting to the Sustainability Working Group on how the Trust's priorities are being met within academies.



Ensure that the use of the Energy Sparks monitoring and reporting system is used to best effect, supported by training throughout the Trust, to enable informed decisions about energy usage.



Consider environmental impact at every stage of the development and implementation of the Trust's long-term Capital Plan.



Set agreed targets for each of the individual academies and KGA as a whole. Monitor the sustainability targets set by the academies via regular reporting from the Eco Forum to the Sustainability Working Group.





Our Academies

All of our academies are committed to the KGA Sustainability Strategy. All of our academies will:

- 1) *Nominate a representative to the Sustainability Forum*
- 2) *Engage with the Sustainability Strategy via the Sustainability Forum and by embedding sustainability within their practices.*
- 3) Choose 10 activities from the list below - to include reductions in both energy consumption and printing/photocopying - to focus on during 2025-2026 and identify any which are already being undertaken (See *Appendix 1*):

Reducing waste and understanding consumption:



Reduce photocopying, printing and paper use by 20% (as measured in reams used)



Reduce energy use by 20% using energy monitoring software, where available, and by responsible management of heating and lighting



Reduce food waste by 25% (as measured by weight or number of bins. Composting will count toward this reduction)



Where possible introduce staff and pupils to the concept of Food Miles and Fair Trade



Evaluate plastic consumption and aim to reduce the use of single use items such as plastic bottles



Recycle all recyclable cartons, bottles, containers



Recycle computers



Recycle academy uniforms





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Reduce laminating by 75% (as measured by the number of laminate pouches used)



Reduce stationery costs by 20%



Place recycling bins around the academy and on the playground and ensure waste is recycled



Recycle paper in classrooms and offices

Recycle furniture and stationery



Purchase recycled or sustainable materials for all curriculum delivery where practicable

Environment:



Aim to reduce water consumption, including posting “conserve water” signs by all taps



Pupils run and manage an allotment and have a strong understanding of how they grow their own food



“Switch lights off” signs by light switches



*All academies have a forest/nature area to support wildflowers and local wildlife
Clean up canals, rivers, parks – including building community links with local environment groups.*



Regular litter picks – rubbish recycled







Compost bins in place












Bug hotels set up





-  *Bird boxes/bat boxes set up*
-  *Reduce, reuse, recycle signs and bins around academy*
-  *Smart water and electric meters in all academies so the power and water consumption can be measured*
-  *Undertake a survey of the school grounds and produce an environmental improvement plan.*









Mental health & fitness:

-  *All pupils to carry out the daily mile/daily exercise*
-  *Educate the pupils on the advantages of meat free lunches*
-  *Two days as meat free per week provided for academy lunches (as agreed with catering contractors)*
-  *Set up a walk to academy week each term*
-  *Set up a walking bus*
-  *Yoga and fitness are built into the curriculum*
-  *Pupils talk confidently about how to keep themselves fit and mentally healthy*
-  *Pupils' physical fitness is a priority, and the academy can demonstrate this is improving*
-  *Pupils have a strong understanding of how to support and improve their own mental health*








Leadership:

-  *Staff lead by example and promote Sustainability*
-  *Teach Sustainability via the curriculum so that pupils understand carbon usage and its effect on the planet*
-  *Support a charity linked to poverty in the UK/abroad*
-  *Carry out a yearly Sustainability Day*
-  *Academy and MAT Eco Council set up*
-  *Ensure suppliers are aligned with our Sustainability goals where practicable
Working towards using 100% renewable energy, where appropriate on site and through our energy purchasing criteria*
-  *Encourage the use of electric vehicles via a salary sacrifice scheme (subject to DfE approval)*
-  *Provide electric charging points on site where financially viable and practical*

Carbon Offsetting

-  *Plant trees on the academy site*
-  *Raise funds through special events to contribute to tree-planting on our behalf by "Make It Wild" or similar schemes*
-  *Encourage suppliers and other stakeholders to join our sustainability project through donations to carbon offsetting.*





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Appendix 1

Name of Academy.....

2025 - 2026		Tick when undertaken	
Sustainability measures already undertaken		Sustainability measures to undertake	

