

Athena Learning Trust

Athena-wide

Environment and Sustainability Procedure

- Reviewed on: 20th April 2026
- Reviewed by: Sustainability lead
- Review Period: 3 years
- Version: 1.0



1. Statement

Athena Learning Trust is committed to protecting the environment and embedding sustainability across all aspects of its operations, education provision, and estate management. The Trust recognises that schools play a vital role in addressing environmental challenges and preparing young people to become responsible global citizens.

The Trust will work to minimise its environmental impact, support the transition to a low-carbon future, and ensure that sustainability principles are integrated into teaching, learning, and day-to-day operations.

This policy supports the Trust's commitment to responsible stewardship of resources and aligns with the sustainability priorities of the UK education sector.

2. Objectives

Athena Learning Trust aims to:

- Reduce the environmental impact of Athena Learning Trust operations wherever possible.
- Improve energy efficiency and reduce carbon emissions.
- Minimise waste and increase recycling across all schools.
- Promote sustainable travel and transport.
- Encourage biodiversity and environmental stewardship on school sites.
- Embed environmental education within the curriculum.
- Engage pupils, staff, and communities in sustainable practices.
- Ensure procurement decisions consider environmental impacts.

3. Scope

This policy applies to:

- All schools within Athena Learning Trust
- Athena Learning Trust central services and offices
- All staff, pupils, contractors, and visitors
- All Athena Learning Trust premises and activities

4. Governance and Responsibilities

Athena Learning Trust Board

The Athena Learning Trust Board provides oversight and ensures that appropriate strategies and resources are in place to support environmental sustainability.

Athena Learning Trust Head of Estates

The Athena Learning Trust Head of Estates is the main person responsible for ensuring this procedure is implemented across Athena Learning Trust and embedded within strategic planning.

Athena Learning Trust Estates and Operations Team

Responsible for:

- Monitoring energy and resource use
- Identifying efficiency improvements
- Supporting schools in sustainability initiatives
- Managing environmental compliance

Headteachers

Headteachers are responsible for:

- Implementing this policy within their school
- Promoting sustainability among staff and pupils
- Supporting environmental initiatives and projects

Staff

All staff are expected to:

- Support environmentally responsible practices
- Reduce waste and energy use
- Promote sustainability in teaching where appropriate

Pupils

Pupils will be encouraged to:

- Participate in environmental initiatives
- Develop an understanding of sustainability
- Act responsibly towards the environment

5. Key Areas of Action

5.1 Energy and Carbon Reduction

Athena Learning Trust will:

- Use smart meter data to monitor energy consumption across all sites - Aiming to reduce total energy consumption by 10-20% over 3 years (by review)
- Invest in energy-efficient technologies and data reporting where feasible - working with sustainability conscious partners and contractors
- Champion responsible use of heating, lighting, and equipment by promoting behavioural change targets
- Explore renewable energy opportunities at all opportunities

5.2 Waste Management

Athena Learning Trust will:

- Reduce waste generation wherever possible, with all schools completing at least one waste audit per year - Aiming to reduce total waste by 20% within 3 years
- Increase recycling across school sites by building consistency across schools
- Encourage reuse of materials and resources
- Promote paper-reduction through digital systems for staff and students

5.3 Water Use

Athena Learning Trust will:

- Monitor water usage through supplier data
- Reduce unnecessary water consumption
- Install efficient water fixtures where possible
- Promote awareness of water conservation

5.4 Sustainable Procurement

Athena Learning Trust will seek to:

- Source environmentally responsible products wherever possible
- Reduce packaging and single-use materials
- Work with suppliers who demonstrate sustainable practices
- Consider lifecycle environmental impacts in purchasing decisions

5.5 Travel and Transport

Athena Learning Trust will encourage:

- Walking and cycling where safe and practical
- Use of public transport where possible
- Car-sharing among staff
- Reduced travel through remote meetings

5.6 Biodiversity and Outdoor Spaces

Athena Learning Trust will support:

- Creation and protection of green spaces on school grounds
- Tree planting and habitat development
- Outdoor learning opportunities
- Biodiversity improvement projects

5.7 Education and Engagement

Athena Learning Trust will:

- Integrate sustainability themes into teaching and learning where appropriate

- Support eco-committees and pupil leadership groups
- Encourage participation in environmental projects and campaigns
- Promote awareness of climate and sustainability issues

6. Monitoring and Reporting

Athena Learning Trust will monitor progress through:

- Energy and utility data from energy suppliers and smart meters
- Waste and recycling metrics from annual audits of each school
- Site sustainability initiatives, supported and promoted consistently
- Annual reporting to the Trust Board

Annual reviews will identify progress and areas for improvement.

7. Training and Awareness

Athena Learning Trust will provide guidance and awareness opportunities to ensure staff understand how they can contribute to environmental sustainability.

8. Policy Review

This procedure will be reviewed every three years, or sooner if required due to legislative or strategic changes.