



## **Red Balloon Norwich**

### **Climate Action Plan - August 2025**

At Red Balloon Norwich, we are committed to supporting an inclusive and respectful environment for our pupils, staff, suppliers, contractors and other third parties, while also striving to make our carbon footprint as sustainable as possible. This plan outlines our dedication to promoting positive environmental practices throughout our school, championing sustainability at all levels, and taking ownership of reducing our carbon footprint where possible and its effect on the local environment.

The plan showcases the schools existing position on its sustainability journey along with outlining our vision to becoming carbon neutral by 2050, in line with the Governments Net Zero 50 protocols.

Our Climate Action Plan is composed of 6 key areas:

1. Sustainability Leaders
2. Imbedding Sustainability within our Culture
3. Key Environmental Factors – Energy and Water
4. Carbon Emissions and Reduction Strategy
5. Operating Costs
6. Training and Accreditations

#### **1. Sustainability Leaders**

In order to promote the significance of climate change and create an awareness of protecting the local environment, the school has assembled its own sustainability team which will be responsible for measuring our environmental and social impact, improving on efficiency and reducing emissions in line with our Net Zero strategy.

The team aims to promote, influence and positively engage in all aspects of reducing our carbon footprint whilst creating a green culture throughout the school, sharing a willingness to reducing our impact at all levels and taking ownership by driving forward environmental initiatives.

By increasing the confidence and expertise of our leadership team, staff and students into understanding sustainability, it's believed positive change can be achieved.

The sustainability team consists of the following individuals who operate in different positions throughout the school in order to ensure a voice is heard at all levels.

Mark Anderson – Head of Centre (Chair)  
Rachel Golding – Deputy Head  
Laura Stearn – Deputy Head  
Karen Utting – Office Manager  
Oliver Denison – Health and Safety Trustee



Megan Wiseman – Science Tutor

Janine Hall – Saxon Air Tutor

### **Aim/Goals**

- To meet once every term (three times a year) in order to review existing initiatives and track progress in line with our Climate Action Plan and Carbon Reduction Strategy.
- To champion sustainable practices throughout the school in order to reduce our electricity consumption, volume of waste, water and dependency on natural gas.
- Educate and promote to others a strong awareness of protecting the local environment by acting as trail blazers in order to influence and make a difference.
- Produce a report following each meeting which can be shared with all Trustees.

### **Next Steps**

Our first team meeting will take place in September 2025 at the start of the school's new term.

#### **2. Imbedding Sustainability within our Culture**

The school recognises the importance of creating a culture which not only promotes sustainability but also ensures that everyone is fully engaged in being accountable for their actions towards the environment. This starts with our Leadership team by imbedding this within our core values, taking on the responsibility to drive forward our mission and making sure all individuals are trained and supported. We aim to incorporate sustainability into some of our key decision-making actions, by not only basing decisions around cost savings, financial returns or basic requirements, but by also considering how any of our decisions impact the local environment.

### **Aim/Goals**

Working along with our nominated sustainability team, the school plans to do the following:

- Enrich all team members with knowledge of sustainable practices by sharing reports on the school's carbon footprint, Carbon Reduction Strategy and ESG Policy. These will be included as part of our induction packs when all staff and pupils join. Documents will also be made available online for all parents and stakeholders to access.
- Implement an employee travel survey in order to gain an accurate picture on all staff travel to and from our schools. Following this survey, we will look to promote a range of efficient travel options along with incentivising car sharing to reduce emissions. This will include regular commuting and business travel.
- Share and promote a Switch Off Plan allowing everyone to understand the processes for operating all equipment and controls within our buildings in an efficient manner.
- Offer benefits to help staff mitigate their impact on the environment – Cycle to work schemes, electric vehicle charging etc.



- Challenge our supply chain when procuring contracts in order to understand the relevant party's sustainability values and their actions they are taking in limiting their environmental impact.
- Offer training on sustainable practices to all staff and pupils where possible.

### **Our current sustainable initiatives**

The school has started the following projects to date:

#### **1. Reducing plastics**

Following our recent 2023/24 carbon report produced in March 2025, we have started our mission to reduce all plastics across the school with a particular focus on reducing all single use plastic.

We have so far achieved:

- The introduction of reusable cutlery instead of single use plastic for all school lunches
- Implementing reusable containers/single use plastic alternatives for covering food during storage and preparation within our kitchens.

We are working towards:

- Reducing the amount of single waste plastic brought in home packed lunches by promoting 'Waste-free lunches'
- Using reusable plates, bowls and cups for all hot meals
- Asking everyone to bring in reusable bottles for their water

The school's sustainability team aim to review current progress in their next meeting.

#### **2. Installing our first EV charger**

With three members of staff currently owning electric vehicles, we have recently installed our first 7KW EV charger in April this year. Its thought this charger will help support with onsite charging and contribute to lowering both commuting and business travel emissions. The school plans to also install further chargers going forward in line with our current grid connection through UK Power Networks.

#### **3. Installing LED lighting**

All lighting within the school has recently been upgraded from both fluorescent and incandescent lighting to efficient LED fittings. PIR sensors have also been installed to help with efficiency. By making these upgrades, it's estimated our energy demand has decreased by 60%.

### **3. Contributing Factors – Energy and Water**

The school appreciates that both the usage of energy and water across our sites has a crucial impact to the local environment.



Whilst Red Balloon-Norwich has always been cautious with the energy it uses, we appreciate that there are likely to be further processes that can be implemented in order to lower both our energy and water dependency.

### **Aim/Goals**

- The school aims to conduct regular reviews of our overall energy demand by assessing all electricity and gas usage through suppliers on a monthly basis.
- Green contracts through our utility supplier will be prioritised in order to ensure we are purchasing our electricity as effectively as possible. Opting to procure through a broker will also ensure the school obtains competitive pricing on both its electricity and gas contracts.
- High intensive areas for our electricity demand will be identified with Red Balloon looking to understand ways in which our consumption can be reduced through an energy audit.
- The school will look to better understand the benefit from installing renewable technologies across our sites along with any impact.
- We aim to assess ways in which the school can lower its water dependency minimising both use and sewerage produced.

### **Future projects to reduce our consumption**

#### **1. Solar PV**

It's our plan to conduct a feasibility study on installing Solar PV to our main school buildings along with our mobile office units. Introducing Solar PV presents a fantastic opportunity to invest in clean green power, with many systems providing a return on investment within 5 years. Whilst the school is yet to conduct a full survey, it's believed that the implementation of a 10kW system would generate approximately 9,500 kWh, which would help lower our energy bills by a third. We plan to conduct a full survey in the spring of 2026.

#### **2. Air Source Heat Pumps**

With electric heaters currently installed in our office mobiles, the school plans to assess introducing air source heat pumps in order to increase efficiency through our electric heating. With air source heat pumps generally using 1kW electric and providing up to 3kW of heat compared to standard electric heating systems, this introduction could help improve our efficiency by 60% leading to lower energy bills. We plan to conduct a full review of this in summer 2026 for both our mobile units and main school building.

#### **4. Carbon emissions and Reduction Strategy**

Red Balloon Norwich recently undertook its first carbon baseline assessment in March 2025 in order to understand the schools current carbon emissions. Following our assessment, a carbon reduction strategy was set and agreed by the Leadership team in order to navigate the school to meet the UKs Net Zero 50 target.



Our 2023/24 emissions are broken down into the following –

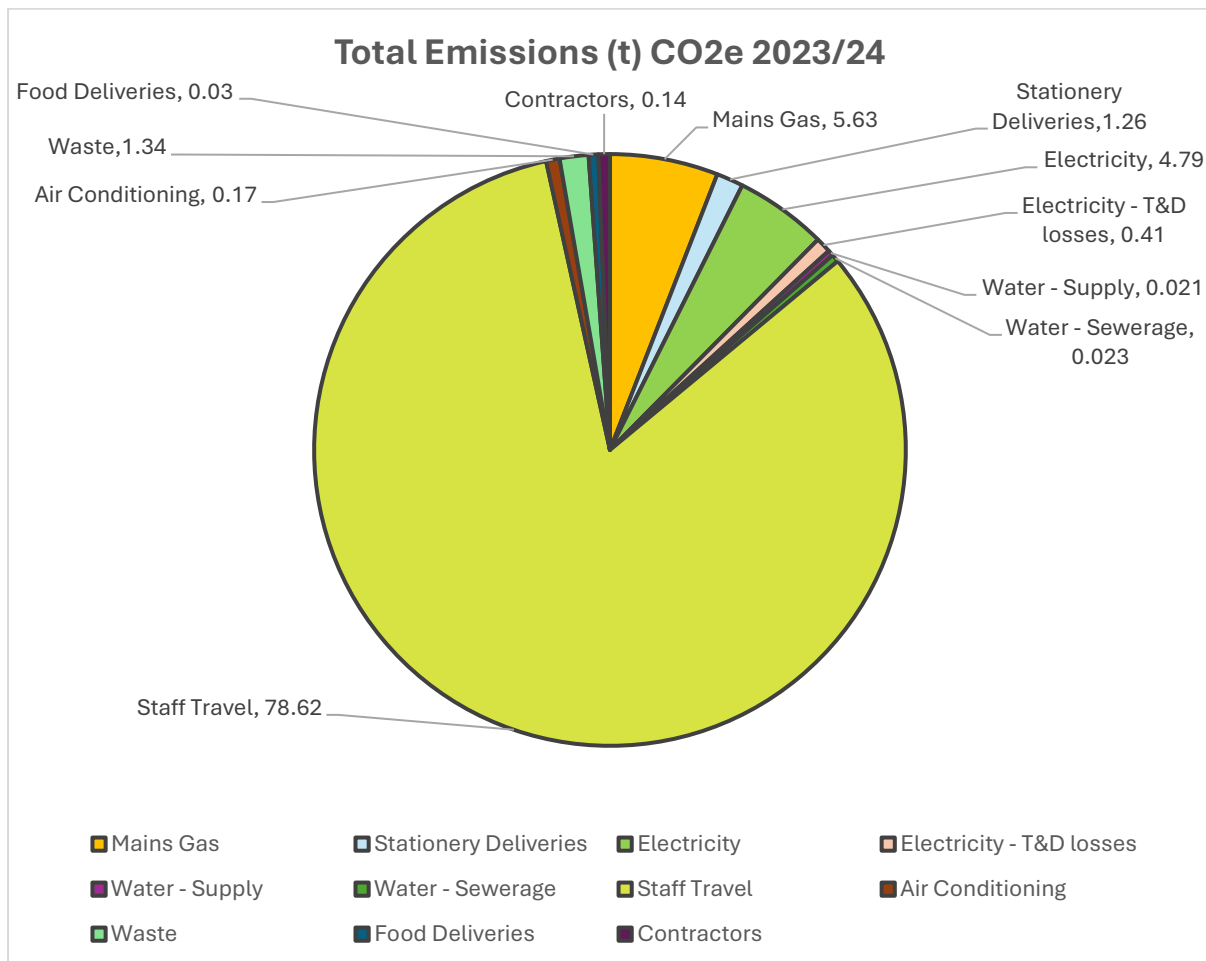
Scope 1 emissions: 5.80 t CO<sub>2</sub>e

Scope 2 emissions: 4.79 t CO<sub>2</sub>e

Scope 3 emissions: 81.84 t CO<sub>2</sub>e

Total emissions across school: 92.43 t CO<sub>2</sub>e

A breakdown of our emissions has been included on the pie chart below.



### Aim/Goals

- With our Scope 1 emissions made up mainly of our gas usage (used for heating purposes) at our Norwich site, we plan to review our current heating setup in order to better understand more efficient alternatives. By moving away from mains gas, the school could significantly reduce its Scope 1 emissions by 5.63 t CO<sub>2</sub>e. We plan to carry out our assessment for air source heat pumps in the summer of 2026.
- For our Scope 2 emissions, the school will actively look to reduce its electricity usage where possible. Our energy audit will hopefully establish ways in which the school can naturally lower its energy demand by implementing processes and setting controls accordingly. Any investment into Solar PV should also help reduce our electricity

demand significantly. The school plans to conduct a Solar PV assessment in spring 2026 to better understand the overall cost savings and impact to our emissions.

- With all Staff Travel contributing to 78.62 t CO<sub>2</sub>e as part of our Scope 3 emissions, the school recently installed its first 7kW EV charger at our Norwich site to help combat our travel emissions. It's our plan (as otherwise detailed in this report) to carry out a staff travel survey in order to better understand how our staff commute to and from the school along with looking at incentivising greener options. By having a clearer overview of all commuting across the school, including our new sites, this will help Red Balloon Norwich to take better steps in reducing these emissions in line with our Carbon Reduction Strategy.
- Whilst our carbon footprint from all of our waste is relatively small, we want to operate as ethically as possible by proactively recycling all items where possible, along with reducing the amount of plastic we use. The Leadership team has already started to implement some procedures on reducing single use plastic and will be actively tracking progress through our sustainability team from September 2025 onwards.

## **5. Operating costs**

The school appreciates that our operating costs play a crucial part in the running of Red Balloon-Norwich and our success in being able to support our pupil's education.

Along with continuously reviewing all suppliers ethical actions towards sustainability, we will actively focus on streamlining all areas where possible in order to reduce both costs and ensure there is minimal impact to our environment.

The products and services below represent some of the school's main overheads (excluding staff) and are also known contributors to our carbon emissions.

- Electricity
- Gas
- Water – Supply and Sewerage
- Waste – General and Recycling
- Fuel – Staff Travel Expenses
- IT – Computers/ Phone Systems
- Food Deliveries
- Contractors

### **Aim/Goals**

- We aim to conduct a review of both our electricity and gas contracts in order to ensure prices are competitive. We will also assess any impact in cost from procuring Green Only contracts as an alternative option.
- To understand our water usage and assess ways in which the usage can be reduced in order to lower overall costs to the school.
- Travel costs will be monitored for staff completing checks in with students who study online with the hope that business miles can be reduced.



- A review of our IT setup along with costs will be carried out across the school. This will include reviewing our security systems against malware attacks along with implementing the best possible disaster recovery methods.
- Our telephone system will be upgraded in order to provide an enhanced setup for our parents, pupils and staff, ensuring that various parties within the school can easily be reached allowing for better communication.
- With the school using numerous contractors, we will look to take preference in partnering with local companies over national names in order to minimise carbon emissions and support local business.

**6. Training and accreditations**

In line with our Environmental, Social and Governance (ESG) Policy, the school will look to carry out effective training regularly to all of our teachers and staff in order to maintain the highest level of performance at the school.

**Aim/Goals**

- Staff will be trained on process protocols such as our Switch Off Policy and our Effective Travel Policy.
- The school will look to become ISO 14001 accredited which is an international recognised standard for environmental management systems. It provides framework for organisations to manage their environmental impact, improvement on environmental performance and compliance to the relevant regulations.

**7. Evaluation**

Red Balloon-Norwich continues to evaluate our Climate Action Plan regularly, ensuring that we operate as ethically and sustainable as possible and in line the latest regulations. The school will continue to monitor and adopt any new ways in which we can enhance our sustainability credentials, actively ensuring that we continue to raise an awareness in protecting our local environment and our community.

Our next Carbon Baseline Report will be carried out in November 2025 where we will track all existing emissions against our current Carbon Reduction Strategy and realign our Climate Action Plan accordingly.

This plan has been agreed by both the Senior Management Team and Trustees on ..... and has been signed off by.....