

zenergi<sup>0</sup>

# Progress in practice: How schools are responding to the climate challenge

The Greener Schools Index report

EDITION 2 | JUNE 2026



greener  
schools  
index



# Building a greener future: The Greener Schools Index report

**When we introduced the Greener Schools Index in 2023, our aim was to give schools and Trusts a clear, practical starting point for sustainability and Climate Action Planning. In this second edition, the story is no longer just about getting started; it is about progress in practice.**

Across the country, schools are making progress—tracking energy use, engaging pupils and laying the foundations for long-term change. The findings in this report are both encouraging and challenging. They show growing commitment across the sector, with schools taking meaningful first steps, but they also highlight a continuing gap between intention and implementation. Schools need support to turn ambition into action.

We have seen this clearly in our Energy and Carbon Management workshops, delivered with EdExec in 2026. Attendees consistently describe how good intentions are overtaken by day-to-day

pressures and competing strategic demands. Our report confirms a growing demand for knowledge and confidence. Sustainability leads want the skills to move beyond isolated activity and deliver strategic, measurable impact.

The Greener Schools Index continues to play an important role in supporting that shift. It offers a framework for reflection and benchmarking, while also helping schools move from isolated activity to a more coordinated, whole-organisation approach. For many, it is the prompt to turn data into action—for example, moving from tracking energy use to setting clear reduction targets.

The report also highlights emerging opportunities. Water management, for example, remains an area where many schools are collecting data but not yet using it to full effect. Small, targeted actions could deliver both environmental benefits and valuable cost savings, particularly where leaks are identified and resolved.

Most encouragingly, the foundations are already in place. Many schools are making progress across a range of areas, and that matters. Sustainability is not about perfection, but about steady, meaningful progress—focusing on one or two priorities each year rather than trying to deliver every aspect of a plan at once.

The Index was designed to help schools reflect, benchmark and plan. Increasingly, it is also helping them connect, learn from one another and build momentum together. We hope you will share this with Trustees and Governors to recognise the progress already made through your Climate Action Plan and to show how your setting compares with the national picture.

Our collective challenge now is to build on that progress and ensure that every school, whatever its starting point, has the support it needs to move forward with confidence.



**Helen Burge**

Co Chair UKSSN Ops Group and Zenergi Energy & Carbon Management Training facilitator





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# Introducing the Greener Schools Index

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# About the Greener Schools Index

Helping to translate the DfE strategy: A free tool to measure and benchmark sustainability progress in schools.

Developed in partnership with the UK Schools Sustainability Network (UKSSN) and in response to the DfE's Sustainability and Climate Change Strategy, the GSI was created to simplify what can often feel like a complex and overwhelming task. By completing an online survey, schools gain essential insights across key sustainability areas, including energy use, water consumption, catering, school trips, biodiversity, waste management and more.

### The Greener Schools Index allows schools to:

- Measure and track environmental impact
- Benchmark progress and compare sustainability efforts with other schools
- Gain actionable insights that help inform practical plans to improve sustainability



“Completing the GSI has been invaluable for schools across the UK, and has crucially enabled the ability to create a Climate Action Plan which further enables progress and change.”

**Nick Drake**  
Net Zero Director, Zenergi



## Who took part in our survey?

We heard from a broad mix of schools and Trusts across the country:

Total respondents:

**145**  
educational organisations

Organisation types:

**56%**  
Multi-Academy Trusts (MATs)

**9%**  
Single Academy Trusts (SATs)

**23%**  
LA maintained schools

**5%**  
Special schools

**7%**  
Others (including private school, Sixth form and FE college)

Size range:

From **30**  
pupils

to **15,000**  
pupils



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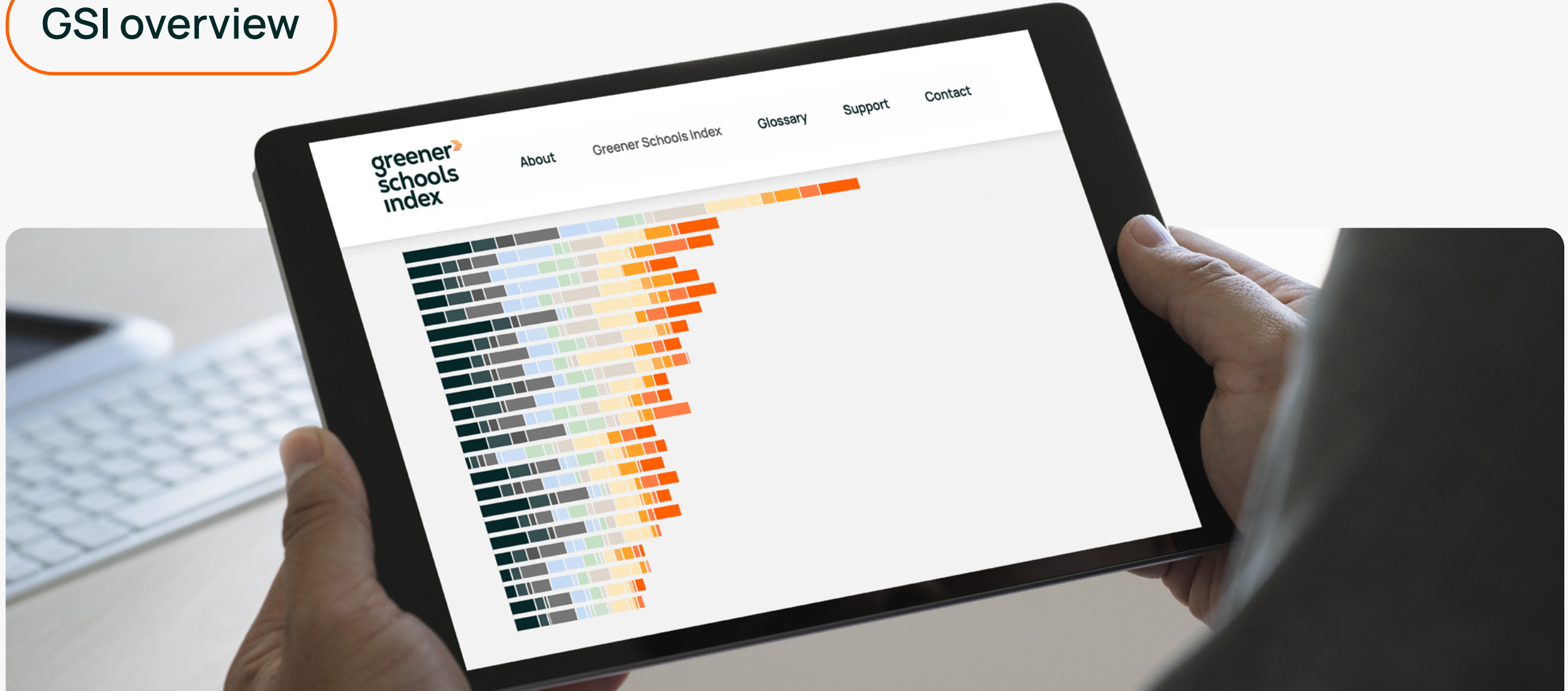
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## How you can get involved

If you find the highlights in this report interesting and useful, you can help make the wider Index stronger, as well as gaining bespoke insights, by participating in our survey. The more data we can collect, the more indicative and influential the Index can become.

### It's simple to do:



**1. Access our comprehensive sustainability survey online** and work with your team to collect and input information relevant to your school.



**2. Receive your report** along with a personalised PDF summary highlighting your key achievements and potential next steps.



**3. Benchmark and improve** using the insights to refine your school's sustainability strategy and collaborating with peers.

## Map out your journey to sustainability

Department for Education (DfE) advises that by making sure you have clear leadership for sustainability in place and a Climate Action Plan, you can achieve wins both for the school and the environment. Taking action on sustainability will drive those in the education sector to:

- Increase the confidence and expertise of leadership teams, staff and students in understanding climate change and how to achieve positive change
- Share effective practice with other education settings and develop a peer-to-peer learning network (as the Greener Schools Index aims to do)
- Use data to identify and prioritise action

- Improve energy and water efficiency
- Calculate your carbon emissions and identify ways to reduce them
- Reduce operating costs
- Enhance biodiversity
- Help learners develop skills and knowledge which help them to contribute to sustainability and climate change in their lives and future jobs.

Some schools are already making great progress and they're rightly proud of their achievements so far. Wherever you are in the journey, all schools are encouraged to have their Climate Action Plan visible on their website, which is helpful in engaging parents, the local community and external stakeholders on the shared goal of maximising sustainability.



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# Supporting schools on the sustainability journey



## Our belief in a net zero future

Our goal at Zenergi is to help organisations achieve net zero – a state where the carbon emissions you produce are reduced to as close to zero as possible and any remaining emissions are offset. A Climate Action Plan is more than just a buzzword or the latest government box to tick; it means creating a tangible plan that safeguards our natural environment for future generations. We stand with education leaders who know how important it is to carry out this role as custodians of the planet's health.

We proudly support over 3,000 schools in their journey toward net zero and more sustainable energy. Schools have unique opportunities to achieve energy, carbon and cost-saving goals. Each facility is different, but the sector shares some common challenges and opportunities. So whether you need compliant gas, electricity or water procurement, bill validation, compliance services, energy efficiency improvements, decarbonisation strategies or renewable generation solutions; we have expert advice that we're happy to share.



## Our background in carbon management

Founded in 2003, Zenergi set out to simplify energy procurement, empowering organisations to make smarter, more sustainable choices. Today, as one of the UK's leading carbon management consultancies, we guide organisations through every stage of their decarbonisation journey.

We exist to help accelerate the route to net zero. It may sound like a daunting prospect, but it's possible when you focus on small, practical steps. As a dedicated, outsourced carbon management consultant, we have been able to support a sector-spanning range of organisations and we can reassure you: it's a tough challenge for everyone. We're committed to using what we know and what we keep learning as we go, to support any organisation in becoming more sustainable – for a stronger UK economy and a healthier planet.



## Celebrating 20+ years as trusted sustainability experts

Our passion is to find ways to make difficult challenges feel easier to manage, helping our partners form compact, affordable and actionable decarbonisation plans. With a team of 200 energy and sustainability experts, we're completely focused on creating comprehensive solutions for carbon reduction, regulatory compliance, low-carbon building and renewable energy design and utilities procurement and management.





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# About the UK Schools Sustainability Network (UKSSN) Ops Group

The Greener Schools Index was developed as a joint effort between the UKSSN Ops Group and Zenergi.

Members of the UKSSN Ops Group include School Business Leaders, Estates Managers, Operations Managers and Governors – a range of critical allies for success in school sustainability.

The Ops Group was launched in 2021 to offer specific support and encouragement to operations, finance and business management teams.

The Ops Group offers networking meetings, shared web resources, informative podcasts – and now, the Greener Schools Index – all aimed at providing benchmarking and best practice to the sector.

The Ops Group has grown quickly, with members working in a range of educational settings, from individual local authority schools through to large Multi-Academy Trusts and federations. We're pleased to see such widespread enthusiasm for the cause.



### Interested?

Participating in the network provides a range of benefits:

- Meet colleagues working in sustainability, to share successes and challenges
- Hear from organisations who support our transition to a greener, cleaner future
- Share resources – we encourage members to share policies, documents and other resources that have had an impact in their own organisation
- Online network meetings supplemented with podcasts and blogs
- Professional development – learn more about sustainability and the climate crisis
- Learn what's happening with the DfE sustainability team and other new initiatives open to our sector
- Find local and national events where sustainability is on the agenda
- Get more involved as a speaker or by sharing your successes as articles or case studies.

Collaboration is key within education. Working collectively and sharing generously will give us all the best chance of achieving our climate and biodiversity ambitions.



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# Uncovering opportunities for sustainability in schools

Education leaders who took part in our Greener Schools Index survey demonstrated a strong desire to make progress in their sustainability journey but several challenges are holding back implementation at pace.



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## The current landscape

Motivation remains strong, but schools face barriers to implementation.

Schools who took part in our Greener Schools Index survey showed a desire to do more against a backdrop of barriers to progress.



### What schools are already doing well

Lots of schools have reported fantastic progress in some key areas.

### Student engagement and participation:



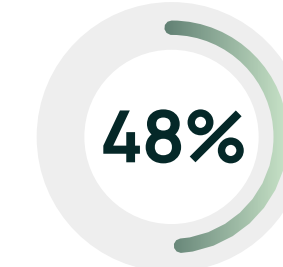
provide an opportunity for pupils to join an eco-committee

#### Energy:



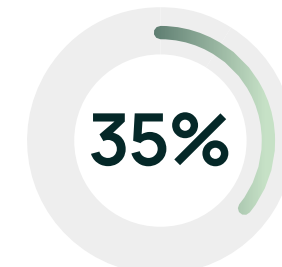
track energy usage

#### Energy efficiency:



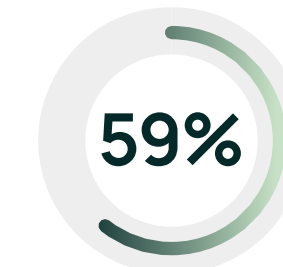
have implemented energy-efficient technologies

#### Renewable energy:



utilise renewable energy

#### Responsibility:



have a designated person or team responsible for environmental matters or sustainability

**Data spotlight:** Schools are demonstrating strong foundations for sustainability, with clear strengths in both engagement and practical action. With these foundations in place, the sector is well-positioned to build towards deeper impact and long-term transformation.

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## Unlocking sustainability

We explore some of the untapped options for schools on their sustainability journey and what might be getting in the way.

### Recycling:



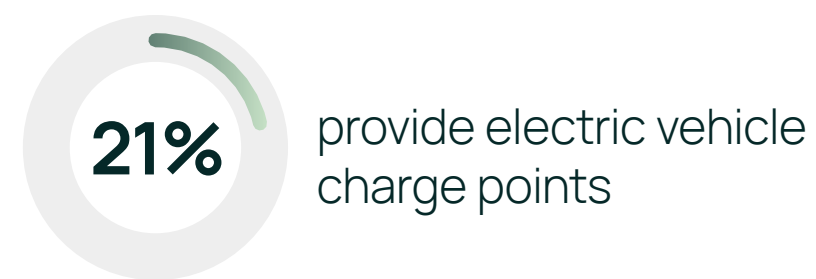
### Cleaning:



### Decarbonisation:



### Sustainable infrastructure



### Food waste:



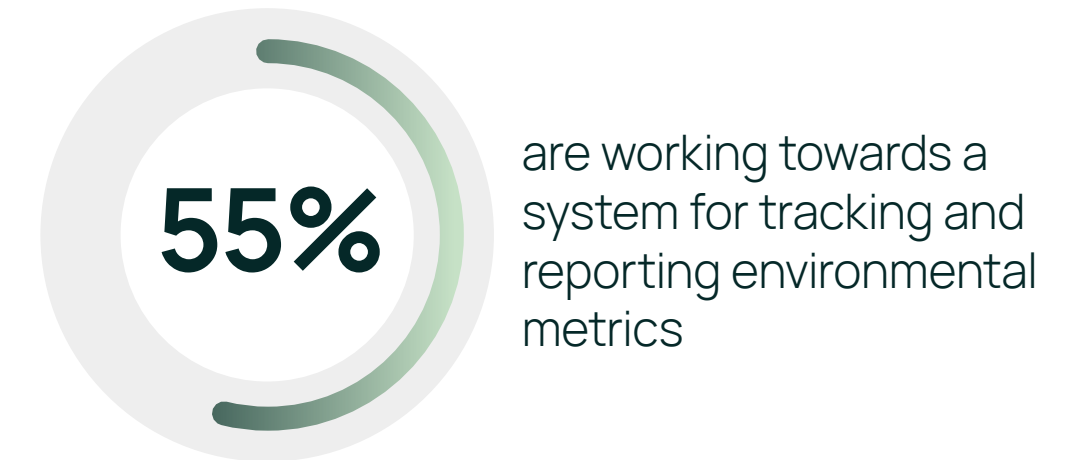
**Data spotlight:** Banning single-use plastics continues to present a challenge. While often seen as a quick win, implementation is proving more complex in practice. This reflects a wider pattern across other under-implemented areas and highlights a need for clearer guidance, stronger supplier alignment and solutions that support schools in turning ambition into consistent, sustainable practice.



## Growing momentum

Many schools are making progress on their sustainability journey. Here are some of the areas respondents are 'working towards'.

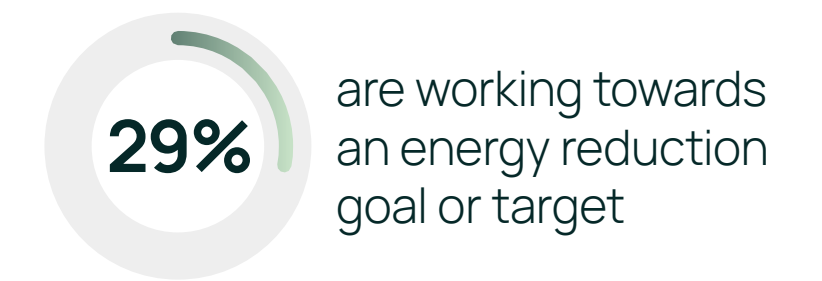
### Reporting:



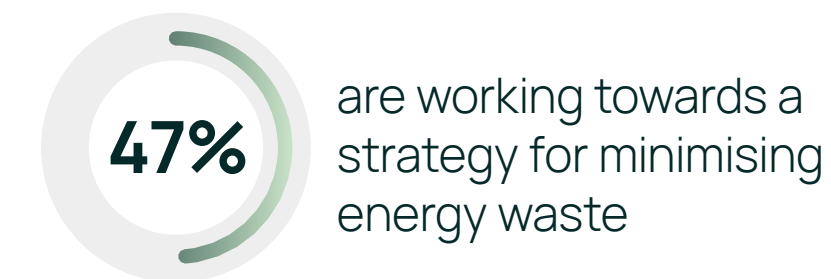
### Awareness:



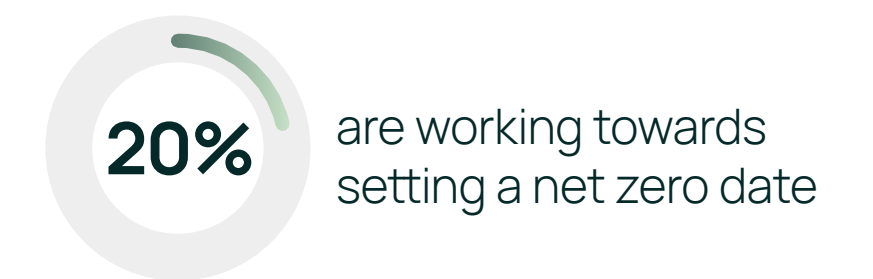
### Reduction:



### Energy waste:



### Net zero:

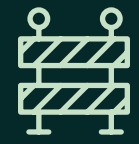


**Data spotlight:** More than half of schools are already progressing key elements of sustainability, with up to 55% reporting they are working towards core systems such as environmental tracking, energy reduction strategies and awareness programmes. This reflects a sector that is not starting from scratch, but actively building the structures needed to move from initial action to more strategic, measurable impact.

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### What's in the way? Barriers to sustainability in schools

Schools continue to cite budget and capacity limitations as their biggest hurdles to achieving their sustainability ambitions. With more than a quarter telling us climate action is not a strategic priority, it's perhaps no surprise that these areas fall short.

These are the areas schools say are slowing their progress:

#### Strategic priorities:



#### Budget limitations:



#### Capacity constraints:



#### Knowledge gaps:



#### Responsibility:



**Data spotlight:** Schools are clear about the factors slowing their progress, with the data highlighting funding pressures, which have become more acute over the past year. This is a reflection of broad cost pressures alongside the withdrawal of key public sector funding schemes and grants, which many schools have previously relied on to invest in energy efficiency and decarbonisation.



### What support do schools need?

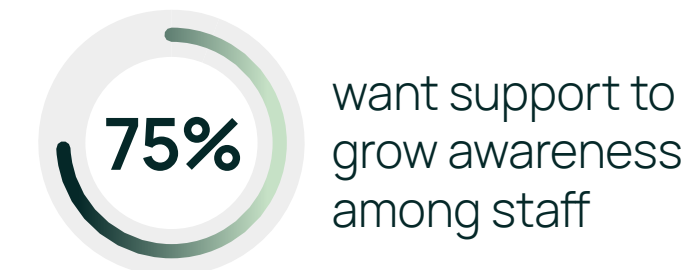
Today's school leaders are facing more competing priorities than ever. Find out where schools are seeking more support to be able to deliver on the government's climate strategy.

What help do schools need? Schools have told us they'd love support with:

#### Training for sustainability leads:



#### Staff awareness training:



#### Local/regional collaboration:



#### Internal support:



#### National peer network:



**Data spotlight:** Schools know the support they need, with training emerging on top. Demand was high last year at 74% which is why Zenergi launched energy and carbon management training for sustainability leads. These findings point to a sector that is ready to move forward – provided it is supported with the right skills, networks and leadership alignment.



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## The story behind the numbers: Key takeaways

Across the dataset, one clear message stands out: schools want to act on sustainability, but progress is being constrained by practical realities. In most areas, “working towards” responses outweigh full implementation.

Some of the headline findings, in summary:



### Climate Action Plans taking shape

59% of schools have designated sustainability teams, while 61% have, or are working towards, a Climate Action Plan.



### Demand for support and collaboration

Schools are actively seeking training, practical guidance and opportunities to collaborate with peers, demonstrating an appetite for shared learning, networks and external expertise, alongside tools and resources that can help translate ambition into action.



### The will is there – but resources are stretched

Time and capacity pressures stand out as the most significant barriers, followed by budget limitations and knowledge gaps. It's not a lack of motivation, rather a challenge of competing priorities, without dedicated resource or specialist support.



### Operational wins lead the way

Progress is strongest in areas where action is more tangible and easier to implement. Energy tracking, recycling and efficiency improvements are more widely adopted, providing a solid foundation for further development.

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## Breaking down the key areas

The data shows most schools are already tracking energy usage and implementing efficiency measures. However, fewer have translated this into clear reduction targets or decarbonisation plans, highlighting a gap between measurement and action.

Water management is less advanced, with lower levels of monitoring, target-setting and implementation overall. This suggests a significant opportunity, as improved focus could deliver both environmental impact and cost savings.

Carbon reduction remains a key challenge. Fewer schools have established clear targets or defined pathways to net zero.

Student engagement is developing but not yet consistent. Wider integration into learning and active participation is still emerging, indicating potential to strengthen a whole-school approach.



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## 1. Energy management:



80%

track energy usage



Only 22%

have energy reduction targets



13%

have a strategy for minimising energy waste



35%

use renewable energy sources



45%

are confident that heating and hot water systems are used as sparingly as possible



48%

have implemented energy-efficient technologies



### Key insight:

The standout takeaway is the clear gap between awareness and action. While a strong majority of schools are tracking energy use, less than a quarter have set targets and only 13% have a defined strategy. Schools that move beyond monitoring and commit to clear goals and waste-reduction plans can unlock immediate impact. Bridging this gap not only strengthens sustainability outcomes but can also drive meaningful cost savings, freeing up budget for reinvestment in other priorities.



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## 2. Water management:



54%

of organisations track water usage



Only 10%

have water reduction goals/targets



15%

have initiatives to capture/reuse rainwater or wastewater



21%

have taken steps to minimise water usage



28%

have implemented water-saving technologies



### Key insight:

Water management remains an underdeveloped area, with low adoption of targets and conservation actions, despite over half of schools already tracking usage. This highlights a clear opportunity: many schools have the data but aren't yet using it to drive meaningful change. By turning monitoring into actionable targets and investing in simple conservation or reuse measures, schools can unlock quick wins - reducing both environmental impact and water costs.



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### 3. Carbon reduction:



Only  
**25%**

measure their  
carbon emissions



Only  
**7%**

set targets for  
annual reduction of  
carbon emissions



Only  
**8%**

have a plan to  
decarbonise  
heating systems



Only  
**8%**

have a net zero  
target date



Only  
**21%**

have environmental  
audits/ assessments  
programme



**Key insight:**

Despite DfE targets for schools to be net zero by 2050, with an interim target of reducing emissions by 75% by 2037, our data shows that carbon management is still in its early stages. Only a quarter are measuring emissions and less than 10% setting reduction targets. This highlights a significant gap between understanding emissions and actively reducing them. Closing this gap is critical: schools that set clear targets and develop structured decarbonisation strategies now will be far better positioned to meet future requirements while unlocking long-term cost and carbon savings.



#### 4. Student engagement:



66%

say children are involved in developing natural outdoor spaces



43%

promote sustainable menu choices



4%

publish the carbon footprint of food choices



18%

promote 'green careers'



19%

have mapped climate education across the curriculum



8%

address climate anxiety



**Key insight:**

There's a strong foundation of hands-on engagement, with two-thirds of schools involving students in caring for outdoor spaces and nearly half promoting sustainable menu choices. However, this involvement isn't yet matched by a structured or strategic approach to sustainability education. Schools can equip students not just to take part, but to understand, influence, and lead on climate issues by addressing climate anxiety, publishing the carbon footprint of food choices and integrating climate education into the curriculum.



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# Best performing schools

Hear from a practitioner who has successfully developed and integrated their Climate Action Plans. We take a look at a school leading the charge to offer insights into how their journey started, lessons learned and the role of the Greener Schools Index in structuring their sustainability roadmap.



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# One Trust’s journey highlights just how quickly **progress can be made with the right focus and structure.**

Starting from an overall Greener Schools Index score of just **2%**, there was very limited activity in place. Most areas - from energy tracking to student engagement - were marked as **“No”** with very few systems or processes established..

When the survey was completed for the second year, the result showed **an incredible improvement, with Esteem MAT achieving a 55% score**, underpinned by substantial improvements across multiple categories.

We heard from **Tarina Chow**, who spearheaded the journey as the **Trust’s Executive Business Manager**:

“Just getting started felt like a significant step in the right direction, and the GSI enabled us to do just that. It gave us a clear baseline, identified areas we hadn’t even thought of and gave us some quick wins to kickstart our journey.”



## Areas of significant improvement

Several key areas show a clear shift from no activity to established practice:

### Leadership and governance

- From no assigned responsibility to named SLT and Governor accountability
- Introduction of a fully established Climate Action Plan

### People and culture

- From no ownership to a designated sustainability lead/team
- Introduction of staff training and awareness initiatives

### Collaboration and stakeholder engagement

- From no external engagement to full participation in local, sector and community collaboration

### Waste and resource management

- From no systems to waste tracking, recycling programmes and reduction initiatives

### Student engagement

- From no participation to eco-committees and regular pupil-led climate action opportunities

### Energy and carbon management

- From no tracking to full energy monitoring and reporting
- From no targets to clear energy reduction goals and a defined net zero timeframe
- Implementation of energy-efficient technologies and renewable energy



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### Key insight

This progression shows how schools can move from isolated or minimal activity to a coordinated, whole-organisation approach in a relatively short timeframe.

The most significant improvements are seen where schools:

- Establish clear leadership and accountability
- Build baseline tracking and data systems
- Engage both staff and pupils
- Connect with wider networks and partners

Together, this reinforces a key message from the wider dataset: with the right structure, support and focus, rapid and meaningful sustainability progress is achievable – even from a low starting point.



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### Conclusion

Esteem Multi Academy Trust's journey demonstrates how a coordinated, strategic approach can successfully embed sustainability across a complex organisation. By combining strong leadership, practical implementation, meaningful education, and measurable tracking through tools such as the Greener Schools Index, the Trust has transformed ambition into clear, evidenced progress.

**Its story highlights a key lesson: sustainability in education is most effective when it is holistic, data-informed, and tackled as a team.**

Tarina Chow is now Operations and Compliance Director at Brighter Futures Learning Partnership Trust.





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# Why the GSI matters: We're listening and responding

The Greener Schools Index (GSI) is designed not just to measure progress, but to actively support schools on their sustainability journey. Each year, we use insights from the data to refine and expand our support, ensuring it reflects the real challenges schools are facing.



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# Turning insight into action

Following last year's report, which showed that only 24% of schools had a Climate Action Plan, we responded by developing a dedicated Climate Action Plan service to help schools meet the DfE's 2025 deadline.

This year's data shows:

**13%** of respondents have a Climate Action Plan in place

**48%** are actively working towards one

This highlights that the GSI is working as a starting point for action.

## Responding to financial barriers

Cost pressures remain one of the biggest constraints for schools.

Last year 59% of schools cited insufficient funding as a barrier. This challenge has been intensified by the withdrawal of key government schemes, including The Low Carbon Skills Fund (LCSF) and the Public Sector Decarbonisation Scheme (PSDS).

In response, we developed our Heat-as-a-Service solution, enabling schools to transition away from fossil-fuelled heating, spreading costs through a more manageable, lease-based model. This approach removes a key barrier, helping schools continue their decarbonisation journey despite limited capital budgets.

## Strengthening data and reporting capability

We recognise that schools need better tools to understand and communicate their progress. To support this, we enhanced our Streamlined Energy and Carbon Reporting (SECR) service, introducing an interactive carbon accounting dashboard which provides ongoing visibility of emissions data, trend analysis over time and improved reporting for stakeholders. This enables schools to move beyond activity into measurable, evidence-based impact.

## Investing in skills and capability

Demand for training remains one of the most consistent themes across both years of data. In response to survey feedback highlighting the need for continuing professional development for Sustainability Leads, we created energy and carbon management training, accredited by the Institute of School Business Leaders (ISBL). We expanded delivery in 2026 through a partnership with EdExec, increasing access across the UK. This ensures sustainability leads and wider staff teams can build the knowledge and confidence needed to drive meaningful change.





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## What do participants say?

The Greener Schools Index received an average rating of 4 out of 5, with feedback highlighting its value as both a starting point and a reflective tool for schools at different stages of their sustainability journey.

### Participants consistently described the GSI as:

- Accessible and easy to complete
- Comprehensive and thought-provoking
- Effective at identifying gaps and next steps

### Participant feedback included:

“It has been a stark reminder that we are very much at the beginning of our sustainability journey with a very long road ahead, however, that does mean there are lots of opportunities!”

“Very clear, concise considering the amount of information. Revealed gaps and areas of improvements I hadn’t thought of.”

## What’s new in the Greener Schools Index?

In response to participant feedback, a key development has been introduced to support a more strategic, joined-up approach at Trust level.

### Trusts can now:

- Invite multiple schools to complete the survey
- Combine results into a single, consolidated report
- Gain a clear overview of performance across their organisation

### This allows Trust leaders to:

- Benchmark progress more effectively
- Identify patterns, strengths and gaps across schools
- Target support where it is most needed



Sustainability is rarely a one-size-fits-all journey. Schools within the same Trust can often be at very different stages of development. The new functionality provides the visibility needed to manage this variation effectively. It supports collaboration, shared learning, and more targeted, data-driven decision-making.”

**Helen Burge**

Co-Chair of UKSSN and Consultant School Business Leader





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# Energy savings + a whole lot more

A complete solution for all your needs, trusted by thousands of schools and MATs.

We've been working in the education sector for more than 20 years, so we understand your challenges and have developed tried and trusted solutions to help you overcome them.

As a trusted partner in education, we help you gain more control of your energy and sustainability journey, to achieve energy savings plus a whole lot more.



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# Sustainability consultants with **20+** years of experience supporting schools

Where are you on your sustainability journey?



Do you have a clearly-articulated Climate Action Plan ready?



Would a fresh pair of eyes help?



Zenergi has the education sector knowledge to help your organisation achieve its energy, carbon and cost-saving goals.

With our sector experience, we support over 3,000 schools with their sustainability journey and alignment with the government's vision for schools. We can support you to take practical, active steps to invest in a greener future that will make your school community proud.

We're happy to help you assess your current progress and advise you on how to procure smarter, become more compliant and energy efficient, develop strategies for decarbonising and adopt more renewable solutions.

## Outside experts, providing a fresh look at your sustainability practice

As a company focused on accelerating progress to net zero, sustainability is our mission. We focus all of our expertise, insight and passion on making decarbonisation goals feel achievable. Because we're experts in sustainability within education settings, we can help you break your plan down into practical, cost-effective steps and systemic wins, nudging you forward as a more sustainable organisation.





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## 1. Help your budget go further

Education budgets face constant pressure. We drive greater value through smarter procurement, operational efficiencies and joined-up services that reduce waste, control costs and improve financial performance.

## 2. Navigate energy markets with confidence

Energy pricing remains unpredictable and complex. We help schools and MATs make informed procurement decisions through fixed and flexible purchasing strategies, expert market insight and risk-managed guidance aligned to your financial priorities.

## 3. Deliver complete transparency

Strong relationships are built on openness. From pricing and procurement to bill validation and reporting, we provide clear, honest guidance and robust oversight to help you understand costs, identify inaccuracies and make informed decisions with certainty.

## 4. Become an extension of your team

You'll work with specialists who understand the realities of education. We provide proactive guidance and responsive expertise to help navigate energy, compliance and estate challenges effectively.

## 5. Connect expertise across your estate

Energy, compliance, sustainability and estates are increasingly interconnected. By bringing these areas together, we create a more strategic, efficient and joined-up approach to estate management.

## 6. Provide meaningful insight

Better decisions start with better visibility. Through reporting, analytics and real-time access to energy and estate data via our customer Portal, we help schools and MATs monitor performance, identify opportunities and stay ahead of change.

## 7. Strengthen long-term resilience

We understand it is becoming increasingly challenging for schools and MATs to balance immediate pressures with future priorities. We support stronger operational resilience through improved efficiency and reduced risk, strengthening compliance and forward-thinking estate planning.

## 8. Make sustainability achievable

Sustainability should enhance performance, not compete with it. We deliver practical, affordable carbon reduction strategies aligned to operational priorities and long-term estate ambitions.



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## Bundled savings

Bring together complimentary energy, compliance and carbon services through one trusted partner – and unlock greater savings overall.

Our education-focused service packages are designed to reduce complexity, improve visibility and deliver better value. By combining multiple services, you'll benefit from:

- A discounted multi-service price
- Reduced procurement and administrative burden
- Improved visibility and reporting
- Time saving through improved operational efficiency
- More strategic long-term planning support

**One partnership.  
Greater value.**

**Combine multiple solutions together and improve overall savings.**

Empowering schools with trusted expertise, connected services and a smarter approach to budget management.

Save up to  
**20%**

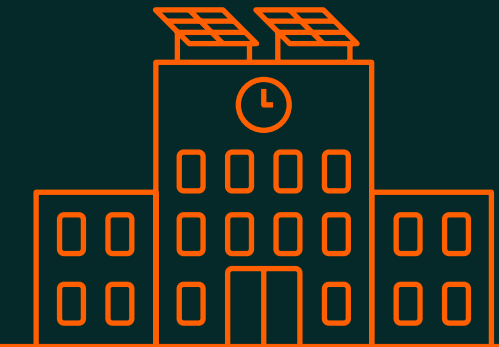
### 1) MAT compliance pack

A coordinated compliance and estate efficiency package designed for MATs managing multiple buildings, evolving reporting obligations, and constrained budgets.

**Includes:**

- ✓ Streamlined Energy and Carbon Reporting (SECR)
- ✓ TM44 Air Conditioning Inspections
- ✓ Display Energy Certificates (DECs)

\*£POA



### 2) Energy assurance pack

An operational-efficiency package for clients who do not yet procure energy from us, but are seeking service support to maximise value from their energy spend.

**Includes:**

- ✓ Bill Validation
- ✓ Metering and Data Services
- ✓ Market-wide Half-Hourly Settlement (MHHS)

\*£POA

### Need a bespoke solution? Let's start talking.

Every school and MAT has different priorities, estate challenges and budget requirements. Our specialists can work with you to create a tailored product package aligned to your operational and sustainability goals.

Whether you require support across procurement, compliance, reporting or energy optimisation, we'll help design a solution that delivers the right level of support and long-term value for your organisation.

\*Prices can vary and are dependent on estate size, number of sites, number of services, service scope and specified requirements.





## Our services

### Comply

Meet your regulatory obligations:

- Display Energy Certificates (DECs)
- Streamlined Energy and Carbon Reporting (SECR)
- TM44 Air Conditioning Inspections

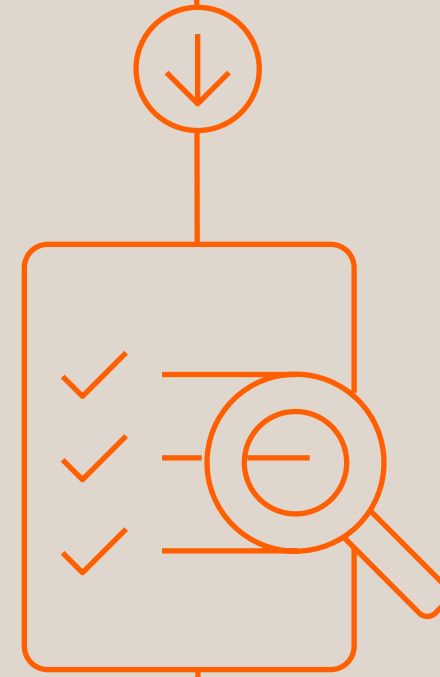
### Package up and save

- Energy Procurement
- Water Procurement
- Bill Validation

### Deliver

Optimise utility usage:

- Energy Audits
- Heat Decarbonisation Plans (HDPs)
- Building Optimisation Audits
- Mechanical & Electrical (M&E) Feasibility, Design, Tender & Client Liaison (includes LED lighting, heating system replacements, fire alarms and emergency lighting, ventilation and cooling systems, BMS control systems, electric vehicle charging and renewable energy solutions)
- Financed LED Lighting Solutions, Solar PV & Decarbonised heating systems
- Asset Condition Surveys incl. M&E
- Funding Applications
- Electrical, Gas & Water Siteworks (i.e. Infrastructure from substations to meter, new connections, disconnections, downgrades, upgrades)



### Buy

Simplify utility management:

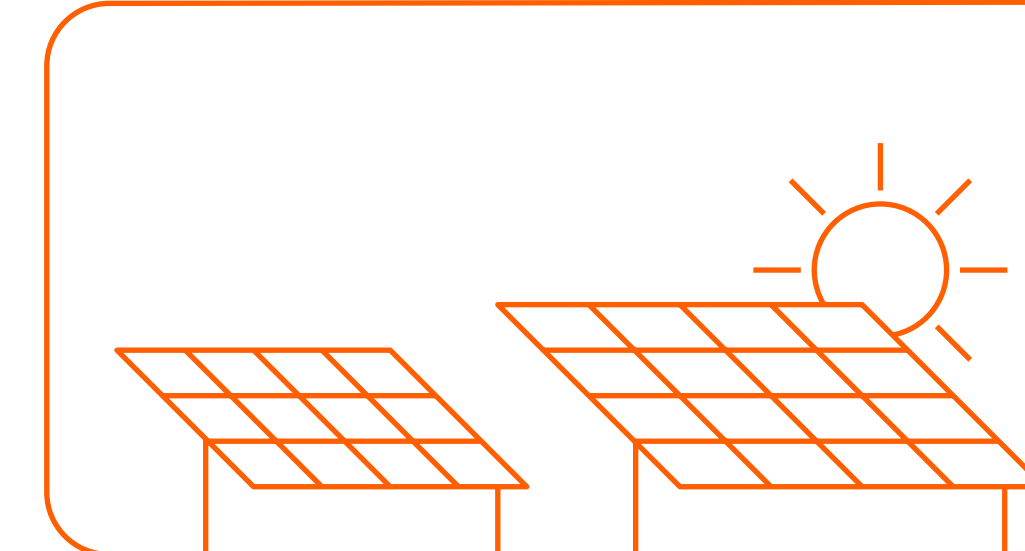
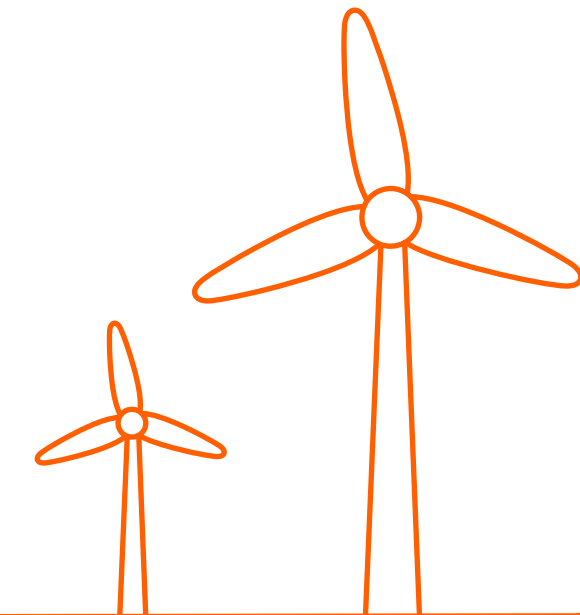
- Compliant Energy Procurement
- Water Procurement
- Bill Validation and Contract Management
- Portal for invoice, cost, consumption and portfolio management
- Market Watch and Energy Risk Management
- Metering and Data Services
- Telecoms



### Net Zero

Reach DfE sustainability targets:

- Climate Action Plans
- Energy and Carbon Management Training
- Greener Schools Index
- Carbon Accounting Platform
- Net Zero Pathway - Strategy and Implementation





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Featured solution

# Ready to take the leap into renewables, but finance holding you back?

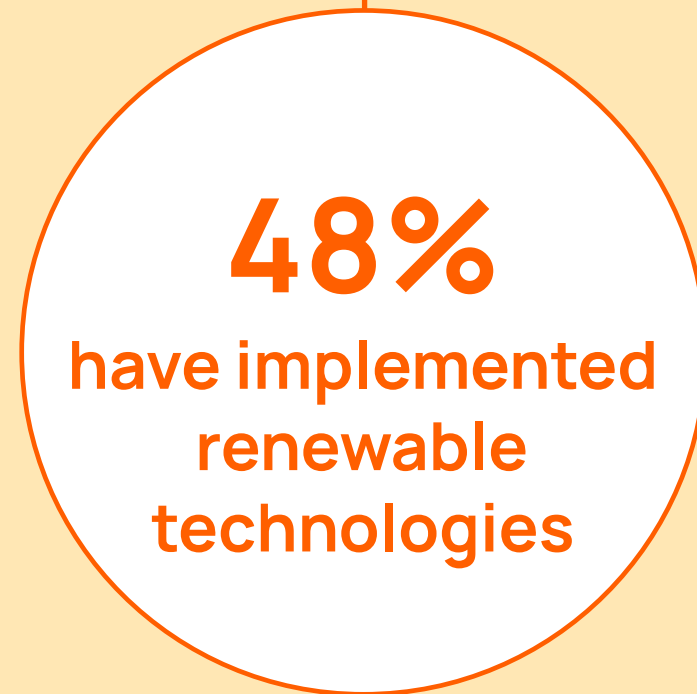
Less than half of our survey respondents have implemented renewable technologies. That's why we've developed a capex-free fully financed solution to make decarbonisation easy.

Our solution can help



A Power Purchase Agreement (PPA) is a long-term contract where a third party designs, installs, owns and operates an energy system on your site. You simply purchase the electricity it generates at a fixed rate, typically lower than grid prices, over 10–25 years.

With our approved partners, we're making decarbonisation more achievable by offering technologies such as Combined Heat and Power (CHP), solar PV, battery storage, EV chargers and wind turbines through a flexible Power Purchase Agreement.



**Complete Cover. Complete Confidence.**

Comprehensive cover is included, with a regular schedule of preventative maintenance to reduce the risk of faults and outages, rapid repairs should a fault occur, and remote performance monitoring.

This means you'll gain complete peace of mind, while benefiting from more energy-efficient technology and a lower carbon footprint.



Key features

- Choice of technologies available to suit your site(s) and objectives
- Choice of funding options
- Maintenance and repairs included
- Reduce reliance on the grid
- No capital investment required



Key benefits

- Future-proof your site
- Lower your energy costs
- Improve energy efficiency
- Reduce your carbon footprint
- Transition away from fossil fuels
- Accelerate decarbonisation
- Support net zero goals
- Gain energy security

**Energy freedom**

Unlock the power of renewable energy, reduce your carbon footprint, strengthen energy security and lower costs - **all without any upfront investment.**



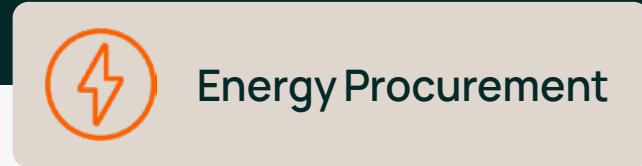
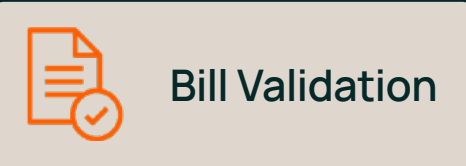
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# One conversation. £107,000 refund.

Learn how our energy bill validation services secured a big refund for an independent school located on a large campus with 30 buildings.



Some of the products that we used to identify these savings



## A team effort

In 2017 a single conversation led to a surprising cost saving. During a routine account management call, Strategic Customer Success Manager Billy Pryke introduced our energy bill validation solution, and it wasn't long before the value of the service was demonstrated...

## Making an impact

Billy spotted significant anomalies in the school's energy bills and handed over to our Service Manager, Matt Leech, for further investigation.

Matt and his team got straight to work with a historic billing analysis, and found that the school had been overcharged...

## Driving results

Seven phone calls. 53 emails: With our perseverance the supplier admitted to the error and we secured a full refund of £107,000, direct to the school.

“ We really appreciate the perseverance Zenergi demonstrated.

Thanks to our close relationship, they spotted we'd been overcharged and very quickly secured a significant refund.

Needless to say, we're delighted with the result.”

School Bursar



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# How we overturned a £14,000 water bill.

Learn how persistence from our Bill Validation and Water Procurement teams helped avoid a huge water bill for Ravensdale Junior School.



## How we identified these savings

 Water Procurement

 Bill Validation

### A team effort

By being part of our water scheme, Ravensdale Junior School, along with other Transform Trust sites, gained access to savings and bill validation. So when a £14,000 invoice was flagged as unusually high during a routine check, our team immediately got to work to investigate the cause.

### Making an impact

The culprit? A fire at an adjoining school on the site. Over the course of a day and a half, the fire brigade had drawn water from Ravensdale Junior School's supply to extinguish the blaze. We worked closely with the supplier to investigate and resolve the issue, providing detailed evidence.

### Driving results

After several follow ups, thanks to our team's persistence, we successfully negotiated with the supplier to have the £14,000 invoice written off in its entirety.

The Ravensdale team could focus on supporting their school community, knowing we had the matter under control.



**“The team helped to alleviate the shock and distress of an arson attack by taking care of managing everything for us and avoiding us having to pay a significant water bill.”**

**Melanie Albutt**  
School Business Manager  
Ravensdale Junior School



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On your side:

# Experts in sustainability for schools

Behind the Greener Schools Index are a range of experts, including energy and sustainability consultants, UKSSN Ops Group members, school business leaders and professional bodies. Their common belief in sharing sector best practice for a more sustainable future underpins the ambitions of this initiative.

Team of experts



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Chris Jermy

Director of Client Success and GSI Executive Sponsor, Zenergi



In our work with schools we hear that the desire to reach net zero is most definitely there, but restricted budgets, growing workload and competing priorities are challenging leaders to know where to get started. So, we've made the Greener Schools Index easy and free to use. You'll receive a report highlighting all the things you're doing well, while helping you to identify what's missing. Then you can tackle the quick wins and prioritise the bigger areas that need investment."

Chris brings 20 years of experience in the energy industry, including more than a decade at Zenergi, where he has played a pivotal role in driving business growth.

Chris oversees a team dedicated to guiding clients through their net zero challenges incorporating Zenergi's full breadth of service proposition, including procurement, compliance, energy efficiency initiatives and carbon reduction strategies. By focusing on innovation and continuous improvement, Chris is committed to delivering outstanding experiences that empower customers on their journey to net zero.

Alex Payne

Director of Energy Markets & Procurement, Zenergi



Sustainability can feel overwhelming, but the Greener Schools Index makes it easy for schools to take that first step. We believe the GSI has huge potential within the sector to support schools on their sustainability journey. Give it a go, you'll find plenty of inspiration and clear signposts for further development."

Alex manages an experienced team responsible for overseeing the development and implementation of procurement strategies that secure the best value for clients in a volatile energy market.

With extensive experience in energy and water procurement and market analysis, Alex navigates complex markets to deliver cost-effective solutions tailored to each customer's needs, while mitigating risk.

Alex and his team's guidance helps clients balance budget pressures with sustainability goals.

Harry Eaves

Head of Consultancy Delivery, Zenergi



The Greener Schools Index provides a really good strategic overview of sustainability touchpoints across every aspect of a school's operations. I would encourage every school to take part because you don't know what you don't know! You might be surprised at how easy it is to complete and how much you're already doing. By understanding your current progress, you can make informed decisions that balance budget constraints with meaningful carbon reduction efforts."

Harry leads a team of experienced specialists and engineers dedicated to helping schools reduce energy consumption and carbon emissions through innovative mechanical and electrical engineering design, compliance strategies and energy efficiency solutions.

With seven years of experience as an energy consultant, a degree in renewable energy engineering and an Executive MBA in progress, he combines technical expertise with a passion for sustainability.

## Team of experts



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Nick Drake

Net Zero Director  
Zenergi



The GSI is pivotal for schools to understand both the breadth of areas which need consideration, and where progress may have been made to date. There are a multitude of benefits from introducing Sustainability into a school environment, and the GSI helps to simplify this into a checklist. This can then facilitate the conversations required to enable action - with groundkeepers, estate teams, HR, teachers, staff, pupils and parents.”

Nick is a sustainability leader with 20+ years’ international experience across construction, retail, and government. His interest in sustainability began during a Geography degree followed by a Climate Change MSc. This background led to senior roles shaping strategy and delivery at Carillion, SGN, HS2, Selfridges and Crown Commercial Service.

Helen Burge

Consultant School  
Business Leader,  
Buoyant Impact



The Greener Schools Index is a great tool for schools to use on their journey to net zero. It highlights areas of development and celebrates where they’ve already made a positive impact.”

Helen is a Consultant School Business Leader with more than 25 years of experience working in operations and strategic management within the education sector.

She is a Fellow and Trustee of the Institute of School Business Leadership (ISBL) and co-chairs the UKSSN Ops Group. Helen is also a facilitator for Carbon Literacy Training.

Bethan Cullen

Deputy CEO  
Institute of School  
Business Leadership



The Institute of School Business Leadership (ISBL) welcome and support this Greener Schools Index report, which provides insights into the approaches being taken towards sustainability in schools and trusts.”

Given the priority for all schools and trusts to have a nominated Sustainability Lead and a Climate Action Plan in place, we hope it will assist all school leaders in identifying and implementing steps they can take to develop a whole school approach to sustainability.

We encourage all school business leaders to engage in the report and our sustainability standards:

[isbl.org.uk/sustainability-standards](https://isbl.org.uk/sustainability-standards)



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How to get your  
organisation  
involved

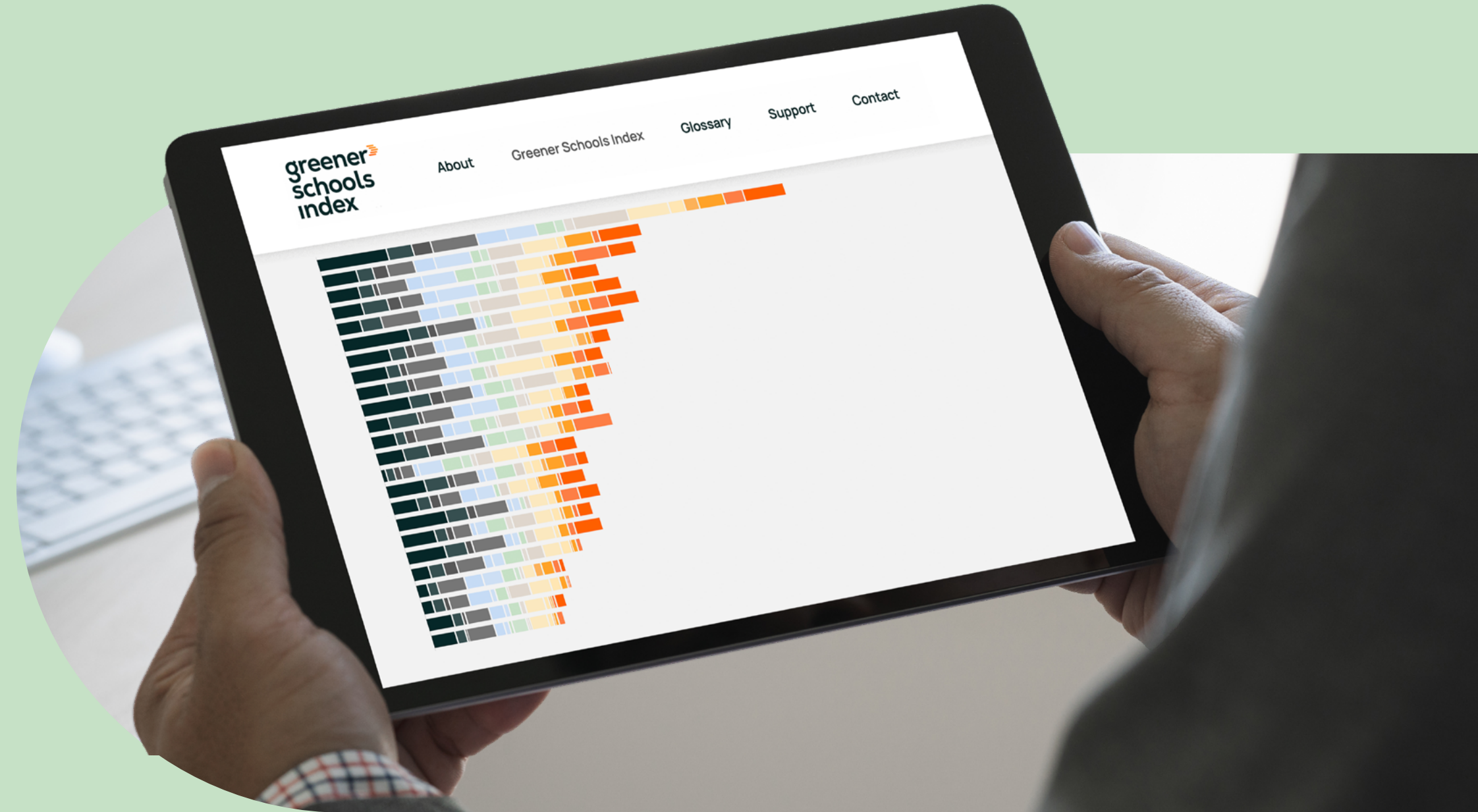


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## Join in!

# Benchmark your progress and get a personalised report

Wherever you are on your sustainability journey, measurement is key. On completion of the survey, we'll send you an individually tailored PDF report, summarising progress and identifying achievements as well as areas where more can be done. We think you'll find the report useful for sharing with your SLT, governors and trustees – and you'll be able to directly input the content into your own Climate Action Plan, demonstrating that you're following a sustainability roadmap.



### Wondering if it'll be worth the time?

Our participants rate the tool highly, with a 4/5 satisfaction score, saying:

“The GSI is very useful in showing us all of the things that we aren't yet thinking about.”

“This is the first time I have used it to set a base line for us to build our sustainability and climate action plan.”

“It was easy to complete and use.”



### Your next actions

## Be part of a sector-wide movement

With participants' permission, results are populated into an index, helping schools benchmark and identify where to seek support from peers. By taking part in the index, you'll be adding your voice to this important movement lobbying for more support for sustainability in schools.

The more schools we can involve, the more effectively we'll be able to provide a comprehensive national view of how the sector is performing against its sustainability targets.

Visit [zenergi.co.uk/greener-schools-index](https://zenergi.co.uk/greener-schools-index) to get started on the survey.

Or, visit [zenergi.co.uk](https://zenergi.co.uk) to connect with one of our consultants.



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zenergi<sup>0</sup> Appendix

4. ENERGY EFFICIENCY AND CONSUMPTION

	Yes	No	Working towards	I need to find out
4.1 Do you track your energy usage (gas, electricity, oil)?	73.53%	11.76%	8.82%	5.88%
4.2 Do you have an energy reduction goal or target?	33.33%	26.67%	33.33%	6.67%
4.3 Is energy data widely available to other staff and students?	30.00%	36.67%	30.00%	3.33%
4.4 Do you have a strategy for minimising energy waste?	23.53%	20.59%	52.94%	2.94%
4.5 Is there adequate metering and controls in place to monitor and optimise energy use in buildings and facilities?	44.12%	11.76%	38.24%	5.88%
4.6 Have you successfully implemented energy-efficient technologies throughout your estate? (eg LED lighting, energy-efficient appliances)?	61.76%	2.94%	32.35%	2.94%
4.7 Do you utilise renewable energy sources (eg solar PV)?	61.76%	17.65%	14.71%	5.88%
4.8 Do you have a plan to decarbonise building heating and cooling systems?	20.59%	26.47%	50.00%	2.94%
4.9 Do you have a net zero date that you are working towards?	38.24%	35.29%	20.59%	5.88%
4.10 Is your building fabric and heating systems as thermally efficient and well insulated as possible?	26.47%	17.65%	50.00%	5.88%
4.11 Are you confident that your heating and hot water systems are used as sparingly as possible throughout the year, ie temperature set points are reasonable, the systems are switched off set back during weekends/holidays etc?	14.71%	23.53%	55.88%	5.88%

5. WATER MANAGEMENT AND CONSERVATION

	Yes	No	Working towards	I need to find out
5.1 Do you track your water usage?	47.06%	20.59%	23.53%	8.82%
5.2 Do you have a water reduction goal or target?	7.41%	44.44%	33.33%	14.81%
5.3 Is water data widely available to other staff and students?	3.70%	55.56%	33.33%	7.41%
5.4 Have you taken steps to minimise water usage and promote water conservation?	23.53%	35.29%	32.35%	8.82%
5.5 Are there initiatives to capture and reuse rainwater or wastewater within your operations?	36.36%	31.82%	22.73%	9.09%
5.6 Have you implemented technologies or practices to reduce water wastage (eg low-flow fixtures)?	26.47%	44.12%	23.53%	5.88%
5.7 Are there regular inspections and maintenance procedures for water-related equipment?	61.76%	14.71%	11.76%	11.76%

greener schools index



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# Comprehensive survey findings breakdown by response

Based on the survey data from 145 educational organisations, here's a detailed percentage breakdown for each question, by category:

1. CULTURE: GOVERNANCE				
	Yes	No	Working towards	I need to find out
1.1 Have you read the DfE Sustainability and Climate Change Strategy?	77.24%	22.76%	0.00%	0.00%
1.2 Do you have a published environmental policy or mission statement?	11.72%	37.24%	46.21%	4.83%
1.3 Do you have a Climate Action Plan (or equivalent)?	13.10%	36.55%	48.28%	2.07%
1.4 Are environmental considerations integrated into the overall organisation development plan and decision-making processes?	20.69%	23.45%	48.97%	6.90%
1.5 Are environmental metrics included in your key performance indicators for assessing overall organisation performance?	4.14%	55.17%	35.17%	5.52%
1.6 Is the climate crisis recorded on the organisation's risk register?	11.72%	62.07%	14.48%	11.72%
1.7 Have you signed the National Governance Association's Greener Governance pledge?	2.76%	68.97%	8.28%	20.00%
1.8 Do you have named Governors/Trustees to create accountability for environmental action?	20.69%	51.72%	18.62%	8.97%
1.9 Do you have named member(s) of SLT accountable for environmental action?	49.66%	27.59%	17.93%	4.83%
1.10 Do you measure your carbon emissions as an organisation?	25.52%	47.59%	20.00%	6.90%
1.11 Have you previously measured and reported your Electricity and Fossil fuel emissions (from heating/ hot water/ business travel)	46.05%	28.95%	11.84%	13.16%
1.12 Have you previously measured and reported other indirect emissions as a consequence of the activities of the organisation but occur from sources not owned or controlled by the organisation? This would include emissions embedded in goods purchased by the organisation.	3.95%	73.68%	10.53%	11.84%
1.13 Is there a system in place for tracking and reporting environmental performance metrics?	7.89%	27.63%	55.26%	9.21%
1.14 Have you set targets for annual reduction of your carbon emissions?	6.58%	46.05%	39.47%	7.89%
1.15 Is there a culture of continuous improvement and a commitment to raising the bar on sustainability performance?	28.97%	13.79%	55.17%	2.07%
1.16 Do you have a programme to undertake regular environmental audits or assessments to identify areas for improvement? Assessments may be by function (e.g. catering) or by source (e.g. energy, water).	11.72%	38.62%	46.21%	3.45%



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2. CULTURE: COMPLIANCE AND TRANSPARENCY				
	Yes	No	Working towards	I need to find out
2.1 Is there a process for regularly reviewing and updating environmental policies and practices?	15.17%	51.03%	31.03%	2.76%
2.2 Have you sought or achieved any recognised environmental certifications or standards (e.g., ISO 14001)?	9.86%	64.79%	11.27%	14.08%
2.3 Do you ensure compliance with relevant environmental laws and regulations?	61.38%	5.52%	21.38%	11.72%
2.4 Is there a process for staying informed about changes in environmental regulations that may affect you?	33.79%	28.28%	24.83%	13.10%
2.5 Is there a commitment to transparency in reporting on both successes and challenges in environmental efforts?	37.24%	23.45%	33.10%	6.21%
2.6 Do you engage in advocacy or support policies that promote environmental protection and sustainability?	24.14%	25.52%	42.76%	7.59%

3. CULTURE: PEOPLE STRATEGY				
	Yes	No	Working towards	I need to find out
3.1 Do you have a designated person or team responsible for environmental matters or sustainability?	58.62%	7.59%	30.34%	3.45%
3.2 Is shared responsibility for climate and environment referenced in the organisation recruitment processes?	4.14%	71.03%	14.48%	10.34%
3.3 Are there regular initiatives or environmental awareness programmes or campaigns to promote sustainable practices and lifestyles among employees?	14.48%	51.03%	30.34%	4.14%
3.4 Do you have recognition or incentive programmes for employees who actively support environmental initiatives? Note this does not include benefits available to all staff such as cycle-to-work.	11.27%	73.24%	12.68%	2.82%
3.5 Are climate/environmental training programmes provided to employees appropriate to their role (e.g. sustainability lead(s) would be expected to have greater depth of training compared to other roles, catering teams would be expected to have specific training on food and food waste alongside a general knowledge of sustainability and climate issues).	20.00%	35.86%	38.62%	5.52%
3.6 Has the organisation linked its 'wellbeing strategy' - or equivalent - to action on climate, nature connectedness and biodiversity?	5.52%	68.28%	15.17%	11.03%



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4. ENERGY EFFICIENCY AND CONSUMPTION				
	Yes	No	Working towards	I need to find out
4.1 Do you track your energy usage (gas, electricity, oil)?	80.00%	7.59%	11.03%	1.38%
4.2 Do you have an energy reduction goal or target?	21.64%	44.03%	29.10%	5.22%
4.3 Is energy data widely available to other staff and students?	14.18%	58.21%	24.63%	2.99%
4.4 Do you have a strategy for minimising energy waste?	13.10%	37.24%	46.90%	2.76%
4.5 Is there adequate metering and controls in place to monitor and optimise energy use in buildings and facilities?	42.76%	13.79%	36.55%	6.90%
4.6 Have you successfully implemented energy-efficient technologies throughout your estate? (e.g. LED lighting, energy-efficient appliances)?	48.28%	4.83%	46.21%	0.69%
4.7 Do you utilise renewable energy sources (e.g. solar PV)?	35.17%	46.90%	16.55%	1.38%
4.8 Do you have a plan to decarbonise building heating and cooling systems?	7.59%	53.10%	30.34%	8.97%
4.9 Do you have a net zero date that you are working towards?	7.59%	66.21%	20.00%	6.21%
4.10 Is your building fabric and heating systems as thermally efficient and well insulated as possible?	23.45%	39.31%	21.38%	15.86%
4.11 Are you confident that your heating and hot water systems are used as sparingly as possible throughout the year, i.e. temperature set points are reasonable, the systems are switched off/ set-back during weekends/holidays etc?	44.83%	26.21%	22.76%	6.21%

5. WATER MANAGEMENT AND CONSERVATION				
	Yes	No	Working towards	I need to find out
5.1 Do you track your water usage?	53.79%	30.34%	12.41%	3.45%
5.2 Do you have a water reduction goal or target?	9.80%	62.75%	23.53%	3.92%
5.3 Is water data widely available to other staff and students?	5.88%	75.49%	17.65%	0.98%
5.4 Have you taken steps to minimise water usage and promote water conservation?	21.38%	45.52%	30.34%	2.76%
5.5 Are there initiatives to capture and reuse rainwater or wastewater within your operations?	15.00%	48.75%	25.00%	11.25%
5.6 Have you implemented technologies or practices to reduce water wastage (e.g. low-flow fixtures)?	28.28%	41.38%	18.62%	11.72%
5.7 Are there regular inspections and maintenance procedures for water-related equipment?	82.07%	8.28%	6.21%	3.45%



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## 6. BIODIVERSITY AND ECOSYSTEM PROTECTION

	Yes	No	Working towards	I need to find out
6.1 Do you have a policy for responsible land use to minimise impact on ecosystems?	3.45%	73.79%	15.17%	7.59%
6.2 Do you take measures to protect and conserve natural habitats and biodiversity in your land?	39.31%	28.97%	28.28%	3.45%
6.3 Have you measured the area of land designated to encouraging biodiversity e.g. wildflower areas, wildlife or conservation areas, tree-planting areas?	20.69%	60.00%	15.86%	3.45%
6.4 Are there efforts to restore or rehabilitate areas controlled by your organisation?	31.03%	37.24%	23.45%	8.28%
6.5 Are there initiatives to prevent or mitigate harm to local wildlife and ecosystems?	28.97%	39.31%	22.76%	8.97%
6.6 Have you taken measures to support pollinators (e.g. bees, butterflies)?	35.17%	37.24%	20.69%	6.90%
6.7 Are there initiatives to create and maintain pollinator-friendly habitats?	28.97%	39.31%	25.52%	6.21%
6.8 Are children or young people involved in caring for and development of natural outdoor spaces?	65.52%	7.59%	24.14%	2.76%
6.9 Are there clear, measurable biodiversity target(s) that you are working towards (e.g. an area-based target, a planting target)?	8.97%	64.14%	20.00%	6.90%

## 7. CHEMICAL AND HAZARDOUS MATERIALS MANAGEMENT

	Yes	No	Working towards	I need to find out
7.1 Do you have a policy for the responsible use, storage and disposal of chemicals and hazardous materials?	73.10%	11.03%	8.97%	6.90%
7.2 Are there efforts to minimise the use of hazardous chemicals or replace them with safer alternatives (e.g. weed/pest control)?	64.14%	11.72%	13.79%	10.34%
7.3 Does your cleaning team use toxic-free/environmentally friendly cleaning products in all areas?	35.86%	13.10%	21.38%	29.66%
7.4 Do you have a system for tracking and reporting on the handling of hazardous materials?	64.83%	13.79%	8.97%	12.41%

## 8. AIR QUALITY

	Yes	No	Working towards	I need to find out
8.1 Have you monitored air quality or taken steps to improve air quality?	19.31%	61.38%	14.48%	4.83%
8.2 Do you monitor air quality within the building?	42.11%	24.56%	24.56%	8.77%
8.3 Do you monitor air quality in outdoor spaces?	5.26%	80.70%	8.77%	5.26%
8.4 Have you taken steps to improve air quality (e.g. engine idling, tree/hedge planting engagement with Local Authority)?	38.60%	28.07%	29.82%	3.51%



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## 9. DISASTER PREPAREDNESS AND RESILIENCE

	Yes	No	Working towards	I need to find out
9.1 Are there measures to ensure the resilience of organisation operations in the face of emerging environmental challenges (e.g. more extreme weather events)?	28.97%	37.24%	24.83%	8.97%
9.2 Do you have a contingency plan and procedures in place in the event of a natural disaster or environmental emergency such that teaching and learning could continue?	62.76%	11.03%	15.86%	10.34%

## 10. SUSTAINABLE PROCUREMENT

	Yes	No	Working towards	I need to find out
10.1 Do you have a procurement policy that prioritises sustainability and climate change?	7.59%	51.72%	26.90%	13.79%
10.2 Generally, does your organisation prioritise or encourage the selection of sustainable products, packaging materials or local suppliers?	25.52%	42.76%	25.52%	6.21%
10.3 Do you prioritise sourcing sustainable resources (e.g. cotton for uniform, recycled/FSC paper)?	27.71%	27.71%	34.94%	9.64%
10.4 Are there criteria for supplier selection based on environmental performance and sustainability practices?	21.69%	37.35%	32.53%	8.43%
10.5 Do you track and report on the supply chain and sustainability performance of your suppliers?	3.61%	78.31%	12.05%	6.02%
10.6 Do you have a process for verifying supplier sustainability claims?	3.61%	74.70%	12.05%	9.64%
10.7 Have you ever refused to work with a supplier on grounds of inadequate sustainability practices?	4.82%	75.90%	2.41%	16.87%
10.8 Do you work with suppliers to improve their environmental sustainability practices?	12.05%	74.70%	9.64%	3.61%
10.9 Do you support initiatives to reduce packaging waste or use eco-friendly packaging materials?	46.99%	27.71%	16.87%	8.43%
10.10 When planning capital procurement (e.g. buildings, plant, ICT) do you consider the full life-cycle impact of the product, including disposal?	48.19%	14.46%	20.48%	16.87%
10.11 Are there initiatives to support local and small-scale suppliers, particularly those with sustainable practices?	27.71%	33.73%	22.89%	15.66%
10.12 Do you engage in programmes to take back and recycle products at the end of their lifecycle?	57.24%	19.31%	20.00%	3.45%
10.13 Do you coordinate ordering to help minimise transportation and reduce frequency of deliveries?	28.97%	42.76%	27.59%	0.69%



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11. WASTE MANAGEMENT AND RECYCLING				
	Yes	No	Working towards	I need to find out
11.1 Do you track your waste production data by type of waste?	21.38%	60.69%	13.79%	4.14%
11.2 Do you have waste reduction goals or targets?	13.10%	66.21%	18.62%	2.07%
11.3 Have you banned single-use plastics (Remove)?	10.34%	57.93%	27.59%	4.14%
11.4 Are there efforts to minimise waste generation through buying less (Reduce)?	33.79%	35.17%	29.66%	1.38%
11.5 Do you have a strategy to minimise food waste (Reduce)?	34.48%	23.45%	37.24%	4.83%
11.6 Have you undertaken a food waste audit within the last 12 months (Reduce)?	13.10%	64.14%	10.34%	12.41%
11.7 Are there printing strategies to minimise waste paper production - ID release, defaults, encourage alternative practices (Reduce)?	57.93%	15.17%	24.83%	2.07%
11.8 Do you promote repair and reuse initiative before recycling (Repair, Reuse)?	51.72%	23.45%	22.76%	2.07%
11.9 Do you have a recycling programme for separating materials like paper, plastics, glass, printer cartridges, e-waste and metals (Recycle)?	73.10%	6.21%	20.69%	0.00%
11.10 Do you use Terracycle (or equivalent) for difficult to recycle waste (Recycle)?	15.17%	64.14%	4.14%	16.55%
11.11 Are there initiatives to compost organic waste - food waste, garden waste (Compost)?	30.34%	47.59%	15.17%	6.90%

12. CATERING STRATEGY				
	Yes	No	Working towards	I need to find out
12.1 Do you have a Catering strategy to promote sustainability?	20.69%	32.41%	19.31%	27.59%
12.2 Do you promote sustainable food sourcing?	33.10%	28.97%	14.48%	23.45%
12.3 Do you promote sustainable menu choices (e.g. plant-based, vegan)?	42.76%	24.14%	18.62%	14.48%
12.4 Do you publish the carbon footprint or climate impact of food choices?	4.14%	71.03%	9.66%	15.17%



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### 13. ICT AND DIGITAL STRATEGY

	Yes	No	Working towards	I need to find out
13.1 Do you have an ICT strategy that promotes environmental sustainability?	19.31%	36.55%	28.97%	15.17%
13.2 Are there initiatives that incorporate new technology to support measurable environmental improvement?	12.41%	48.28%	23.45%	15.86%
13.3 Do you use data analytics to track and improve sustainability performance?	4.14%	65.52%	14.48%	15.86%

### 14. SCHOOL OR COLLEGE ACTIVITIES

	Yes	No	Working towards	I need to find out
14.1 Do children or young people have opportunity to join an Eco-Committee (or equivalent opportunity to engage in action on climate and sustainability)?	59.31%	18.62%	15.86%	6.21%
14.2 Is sustainability work undertaken by the organisation actively linked back to teaching and the curriculum, making it more relevant to children and young people?	41.38%	14.48%	32.41%	11.72%
14.3 Are 'green careers' actively promoted and supported by the organisation?	17.93%	42.76%	26.90%	12.41%
14.4 Has 'climate education' been mapped across the curriculum to identify strengths and opportunities to improve?	18.62%	37.93%	26.90%	16.55%
14.5 Does the school have a strategy to strengthen climate education and measure impact and outcomes?	8.97%	40.00%	39.31%	11.72%
14.6 Are pupils given the opportunity to regularly participate in climate action (e.g. eco-council, citizen science)?	43.45%	15.17%	32.41%	8.97%
14.7 Do you have a strategy to address climate anxiety? Is this built into your climate curriculum?	7.59%	55.86%	20.69%	15.86%



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15. TRAVEL & TRIPS				
	Yes	No	Working towards	I need to find out
15.1 Is sustainability recognised in the school/college's trip policy?	7.59%	56.55%	15.17%	20.69%
15.2 Does your school/college actively try and minimise the amount of travel related emissions?	20.00%	52.41%	18.62%	8.97%
15.3 Specifically relating to the employee commute?	20.29%	49.28%	15.94%	14.49%
15.4 Specifically relating to the parent commute?	28.99%	33.33%	20.29%	17.39%
15.5 Specifically relating to the student commute (e.g. campaigns, bike racks, cycling proficiency)?	50.72%	17.39%	17.39%	14.49%
15.6 Do you track data related to employee, parent or student commute (e.g. method of travel, distance)?	20.00%	60.69%	13.10%	6.21%
15.7 Do you track travel data related to trips (e.g. mileage and mode of transport)?	9.66%	72.41%	11.03%	6.90%
15.8 Do you organise events, trips or activities with consideration for minimising environmental impact (e.g. waste reduction, energy efficiency)?	9.66%	66.90%	15.17%	8.28%
15.9 Are environmental metrics included in your key performance indicators for assessing overall organisation performance?	4.14%	55.17%	35.17%	5.52%
15.10 Do you provide electric vehicle charge points for your staff and or visitors?	21.38%	67.59%	10.34%	0.69%
15.11 Do you have an employee electric vehicle company car scheme?	8.28%	84.14%	3.45%	4.14%

16. STAKEHOLDERS ENGAGEMENT AND COLLABORATION				
	Yes	No	Working towards	I need to find out
16.1 Do you actively and regularly collaborate on your sustainability agenda/action?	8.97%	51.03%	35.17%	4.83%
16.2 Do you regularly engage with employees and pupils/students on environmental matters?	18.62%	28.28%	43.45%	9.66%
16.3 Do the majority of employees know that action on climate and sustainability is a priority for the organisation?	8.97%	57.93%	27.59%	5.52%
16.4 Do you engage with the local schools, businesses or community groups on environmental issues and initiatives?	13.10%	60.69%	20.69%	5.52%
16.5 Are there efforts to help educate the community about environmental sustainability and conservation?	11.72%	53.10%	30.34%	4.83%
16.6 Are there mechanisms for gathering and incorporating stakeholder feedback on environmental issues?	6.21%	65.52%	20.69%	7.59%
16.7 Do you participate in regional or national climate action networks or initiatives?	17.93%	57.24%	20.69%	4.14%
16.8 Do you collaborate with education sector peers for knowledge sharing and best practices related to environmental sustainability?	25.52%	46.21%	24.83%	3.45%
16.9 Do you collaborate with environmental organisations or initiatives to support biodiversity conservation or habitat protection?	21.38%	54.48%	21.38%	2.76%



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## 17. BARRIERS TO SUSTAINABILITY IN SCHOOLS

Respondents said that they were experiencing the following barriers to achieving measurable impact on climate action and sustainability:	% of organisations
No - we are making good progress (no significant barriers)	13.48%
Strategy - climate action is not a priority	35.46%
Leadership - we have not invested in climate/sustainability leadership	45.39%
Mandate - I don't have a mandate or permission to take climate / sustainability action	14.89%
Knowledge - no broad awareness and consensus on the need to act	39.01%
Knowledge - no depth of training or experience to support effective action on sustainability and climate change	65.96%
Capacity - we do not have time or people to dedicate to taking climate action	68.79%
Budget - we do not have sufficient funding to make progress	71.63%
Other	4.96%

## 18. THE SUPPORT SCHOOLS NEED

Respondents said that the following support types would be most beneficial in helping them achieve impact on climate action and sustainability:	% of organisations
No - we don't require any additional support at this time	2.13%
Internal - support from Trustees, Governors or SLT	34.04%
Training - awareness training to grow engagement amongst the workforce	75.18%
Training - CPD pathway for sustainability lead(s)	78.72%
Collaboration - opportunity to join a local/regional group to work together on climate action	59.57%
Collaboration - opportunity to engage a national network of peers for advice when required	50.35%
Critical friend - third-party to provide challenge and support (e.g. another school or Trust, a bought-in service)	46.10%
Other	11.35%

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