



MAIDEN ERLEGH
TRUST

**SUSTAINABILITY
STRATEGY**

'Educate, Engage, Empower'



MAIDEN ERLEGH TRUST
SUSTAINABILITY

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1. Foreword - Statement from Chair of Trustees

In a world that is rapidly evolving, our role as educators extends beyond the classroom walls. We have a duty to equip our students not only with knowledge and skills but also with the values and resilience needed to thrive in a sustainable future. As the Chair of Trustees, I am proud to support Maiden Erlegh Trust's Sustainability Strategy, a comprehensive vision that embodies our commitment to environmental stewardship, social responsibility, and economic viability.

Maiden Erlegh Trust has already been taking action to support sustainability, including investing significant funds in boiler and window replacements across the estate and working to reduce levels of waste from our catering operations. In 2024-25, we made significant progress on achieving the objectives set out in our climate action plan and will continue this momentum into 25/26 and beyond. We continue to publicly declare our sustainability ambitions with the following key priorities to drive us:

- **Educate** - To bring an awareness of sustainability to the forefront of our education, not only in our taught curriculum but around school, in our extra-curricular activities and general ethos. Integrating sustainability into the curriculum provides enriched learning experiences. It encourages critical thinking, problem-solving, and engagement with real-world issues.
- **Engage** – we recognise that we cannot do this alone. We need all stakeholders to the Trust to join us on our sustainability journey, to engage with our vision. As a Trust, we need to put sustainability at the heart of everything that we do.
- **Empower** – we will provide students with the tools and the knowledge not only to support us with our sustainability strategy but also to prepare them to be socially responsible citizens and leaders of the future.

This strategy is not just a document; it is a testament to our shared responsibility to make a positive impact on our planet and society. It reflects our dedication to fostering a culture of sustainability that permeates every aspect of our Trust—from the way we design our curriculums to how we manage our resources, support our communities, and inspire our students to be conscientious global citizens.

We recognise that sustainability is not a destination but a journey, one that requires continuous reflection, innovation, and collaboration. This strategy marks the beginning of an exciting chapter for our Trust, one where we will work hand-in-hand with our students, staff, families, and local communities to build a more sustainable and equitable future for all.

Name: Nick Jones

Role: Chair of Trustees, Maiden Erlegh Trust

2. Vision Statement/Policy

Vision Statement: To cultivate a culture of sustainability across all our academies, ensuring that we not only educate future leaders but also lead by example in promoting environmental stewardship, social responsibility, and economic viability.

Commitment: We commit to embedding sustainable practices into every aspect of our operations, curriculum, and community engagement, aiming for a holistic approach that benefits current and future generations.

Maiden Erlegh Trust is a group of 9 schools working together under a common banner and an overarching structure of governance. As an organisation we must demonstrate strong civic leadership and

as such sustainability is of high importance to the Trust. It is also vital that our organisation maximises its energy efficiency to reduce carbon emissions and continue to drive down the cost of our operations. We must also consider how to align with the Government target of becoming Net Carbon Zero by 2040.

In order to demonstrate our commitment to energy and sustainability, Maiden Erlegh Trust aims to meet its social, legal and educational responsibilities via the implementation of the following Sustainability Strategy. We will focus on staff and student/ pupil behaviour as well as the school buildings and grounds.

The Board of Trustees and Executive Team are committed to continually improving its environment performance whilst still maintaining high standards of health and safety and acceptable levels of comfort for all building users.

The Board of Trustees and the Executive Team will ensure that the following points are adhered to:

- 1) This strategy is widely communicated and updated as and when required.
- 2) Communication will be provided regularly to the whole Trust community, informing them of progress made and ways to improve.
- 3) Once baseline data is available and understood, we will set an energy performance improvement target. We then will regularly monitor and evaluate energy use in order to establish a baseline, measure improvements and identify priority areas.
- 4) We will work with the providers of the energy audits to create decarbonisation plans for each of our settings.
- 5) We will deliver the Climate Action Plans, local and Trust-wide, through the following workstreams (following the recommended structure provided by the DfE):

A. Decarbonisation and Energy Efficiency	Calculating and taking actions to reduce carbon emissions and becoming more energy efficient
B. Climate Adaptation and Resilience	Taking actions to reduce the risk of flooding and overheating and to future-proof scarce resources for potential shortages
C. Biodiversity and green infrastructure	Creating habitats and adopting practices that will enhance species diversity on the school estate and beyond, allowing students/pupils to learn FROM the building as well as in the building
D. Climate Education, Green Skills and Green careers	Ensuring the education we provide gives knowledge-rich and comprehensive teaching about climate change, and that our teaching staff feel supported to offer this

Name: Julie Foster

Role: Chief Operations Officer, MET Sustainability Lead

3. Executive Summary

Climate change is a major cause for concern for students, staff and parents. The Trust has a moral obligation to make improvements in energy efficiency and drive reductions in carbon emissions where possible.

Trust Targets

2024/25 was a period of measurement and assessment for the Trust. We worked hard to develop baseline data through energy audits, the carbon footprint calculator, the installation of energy monitoring software. The results have been considered in implementing a climate action plan by setting.

We have worked with an advisor from Let's Go Zero to create a Trust wide climate action plan, which will be included as an appendix to this document.

Current position on the decarbonisation journey

Establishment name	Phase	Annual Electricity consumption (kWh) 2023-24	Annual Electricity consumption (kWh) 2024-25	Existing PV?	Existing LED?
Maiden Erlegh School	Secondary	604,698	527,500	No	100% LED
Maiden Erlegh School in Reading	Secondary	374,452	417,197	Yes	100% LED
Great Hollands Primary School	Primary	126,474	109,937	Yes	100% LED
Maiden Erlegh Chiltern Edge	Secondary	206,410	242,769	No	100% LED
Hamilton School	Not applicable	52,464	56,970	Yes	100% LED
Cranbury College	Not applicable	57,172	59,182	No	30% LED
Oak Tree School	Not applicable	71,482	161,090	Yes	100% LED
Birch Hill Primary School and Nursery	Primary	68,429	79,871	No	100% LED
River Academy	Secondary	0	287,733	No	100% LED

4. Carbon Reduction Commitment

Context

Statutory Requirements

At the current time there are no compulsory CO2 emissions limits or targets for schools and academies to comply with. Statutory requirements relate only to measurement and reporting as set out below:

Display Energy Certificates (DEC) requirements

A DEC shows the energy performance of a building based on actual energy consumption as recorded over the last 12 months within the validity period of the DEC (the operational rating). This rating is shown on a scale from A to G, where A is the lowest CO2 emissions (best) and G is the highest CO2 emissions (worst).

A DEC and advisory report are required for buildings with a total useful floor area over 250m that are occupied in whole or part by public authorities and frequently visited by the public.

From 9 January 2013, if you are an occupier of a building requiring a DEC, you will need to display a DEC showing an operational rating in a prominent place clearly visible to the public. You will also need to have in your possession or control a valid advisory report.

Where the building has a total useful floor area of more than 1,000m², the DEC is valid for 12 months. The accompanying advisory report is valid for seven years. Where the building has a total useful floor area of between 250m² and 1000m², the DEC and advisory report are valid for 10 years.

Streamlined Energy and Carbon Reporting (SECR) requirements

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force on 1 April 2019 and apply to financial years starting on or after 1 April 2019. The legislation is aimed at tracking progress to the government's carbon reduction targets. The regulations require academy Trusts from their financial year 2019 – 2020 to report their greenhouse gas emissions under the Streamlined Energy and Carbon Reporting (SECR) requirements. Which require the Trust to develop key performance indicators which:

- a) Clearly reflect the scope of matter material to both your company and your stakeholders.
- b) Transparently review the quality of your disclosures.
- c) Provide clear conclusions on data quality and processes.
- d) Be conducted by a qualified, independent third-party reviewer.
- e) Meet the requirements of a recognised standard
- f) Be easily understood and jargon free

See Appendix A for the latest return.

5. Financing and budgets

Financial planning

To ensure that we have the funds to meet our sustainability objectives, we will:

- Incorporate sustainability goals into the budget and forecasting processes, including within the longer term 2-3 financial year forecasting processes.
- Seek funding and grants for sustainability projects and initiatives.
- Implement cost-saving measures that align with sustainability, such as energy efficiency improvements.
- Prioritise investments in sustainable infrastructure and resources.
- Allocate budget for ongoing maintenance and improvement of sustainability projects.

Funding Models

The benefits of reducing carbon emissions, lowering energy bills and engaging with students and the wider community are clear however funding is often seen as a barrier to implementation.

This section explores the funding options available:

- SCA funding – this can be used to address structural issues within the school estate and to invest in new technology such as boilers. 2025/26 allocation is £1.2 million;
- Energy efficiency funding – allocated to the Trust, remaining funds of approximately £170,000;
- Revenue budgets to support the costs of non capital expenditure as required.

6. Monitoring and Reporting

Data Collection

- Establish a system for regular data collection on key sustainability metrics such as energy usage, waste production, and carbon emissions.
- Utilise this data to track progress and identify areas for improvement.

Reporting

- Produce an annual sustainability report to communicate progress to stakeholders.
- Celebrate successes and acknowledge challenges, ensuring transparency and accountability.

Continuous Improvement

- Regularly review and update the sustainability strategy based on feedback and changing circumstances.
- Encourage innovation and creativity in developing new sustainability initiatives.

7. Education and Training

Professional Development

- Provide training for staff on sustainability practices and principles.
- Encourage staff to integrate sustainability into their teaching methods and classroom activities, championed by the local Sustainability Champion.

Student Leadership

- Develop programs that empower students to take leadership roles in sustainability initiatives, this will include the creation of an Eco-club/committee at each of the settings led by the local Sustainability Champion.
- Recognise and reward student contributions to sustainability efforts.

Project Team

Since January 2024, we have held regular meetings with members of the Trust under the umbrella of a Sustainability Working Group. Although the focus to date has been largely operational, we recognise the importance of educating students about climate change and the role that we all individually need to play in the Trust's sustainability journey.

Current membership:

- Chief Operations Officer (Trust sustainability lead)
- Head of Trust Operations (on maternity leave 2025/26)
- Trust Catering manager
- Trust Estates and Sustainability Manager
- School Improvement Director, Curriculum and Standards (from July 2024)

In addition, have hosted termly engagement meetings with the sustainability champions in each of the settings to provide network opportunities, to share best practice and to share resources.

8. Links to other policies

- Estates strategy
- Procurement policy
- Uniform policy
- People strategy
- IT strategy
- Financial sustainability

Appendix A – Energy and Carbon report 2024-25

Maiden Erlegh Trust		2023/24 Comparison	2022/23 Comparison	2021/22 Comparison	2020/21 Comparison	2019/20 Comparison
UK Greenhouse gas emission and energy use data for period 1 September 2024 to 31 August 2025						
NOR	4459	4025	3637	3588	3559	3590
Energy consumption break down	kWh	kWh	kWh	kWh	kWh	kWh
Gas	3368953	3435079	3567091	3555114	4014807	2682852
Owned transport	11835 miles	14195	37075	30832	26682	16967
Electricity	1598628	1635068	1493152	1464742	1309306	1041434
Business travel in employee owned vehicles	30562 miles	34613	41483	36644	36327	15854
Scope 1 emissions in metric tonnes CO2e						
Gas consumption	616.38	627.11	651.21	648.95	735.35	493.30
Owned transport	3.67	9.38	7.6	6.68	4.25	2.51
Scope 2 emissions in metric tonnes CO2e						
Purchased electricity	282.96	338.58	309.19	283.25	278.00	242.80
Scope 3 emissions in metric tonnes CO2e						
Business travel in employee owned vehicles	8.00	9.62	8.39	8.66	3.83	2.11
Total gross emissions in metric tonnes CO2e		911.01	984.68	976.39	947.55	1021.44
Intensity ratio - Tonnes CO2e per pupil		0.20	0.24	0.27	0.26	0.21

Appendix B – waste analysis per school January to September 2025

MAIDEN ERLEGH TRUST (WMC006653)
Waste Report for the 2025 Calendar Year - September 2025



Report Date: Monday 6th October 2025

Waste Produced													All figures in Kg unless otherwise stated
	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	YTD
Commercial Industrial	10,329	9,296	12,153	9,403	11,162	9,402	12,634	4,111	9,735	-	-	-	88,224
Food	1,296	907	1,075	1,048	1,637	1,370	1,951	-	1,938	-	-	-	11,222
Glass	-	-	-	-	95	-	-	-	-	-	-	-	95
Mixed Recyclables	3,373	3,558	3,489	2,972	2,733	3,242	5,263	938	4,680	-	-	-	30,247
Total	14,998	13,760	16,718	13,423	15,627	14,014	19,848	5,048	16,352	-	-	-	129,788

Waste Summary													All figures in Kg unless otherwise stated
	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	YTD
Recyclable	4,669	4,464	4,564	4,020	4,465	4,612	7,214	938	6,617	-	-	-	41,564
Non-recyclable	10,329	9,296	12,153	9,403	11,162	9,402	12,634	4,111	9,735	-	-	-	88,224
Percentage Recyclable (%)	31.1%	32.4%	27.3%	29.9%	28.6%	32.9%	36.3%	18.6%	40.5%	-	-	-	32.0%
Trees Saved (Trees)	43	45	44	38	35	41	67	12	60	-	-	-	385
CO ₂ e Scope 3 GHG	303	282	342	273	312	281	398	107	324	-	-	-	2,622
CO ₂ e Saved	9,505	8,909	10,381	8,460	9,499	8,959	13,043	3,012	10,990	-	-	-	82,758
Power Generated (kWh)	5,753	5,178	6,769	5,238	6,217	5,237	7,037	2,290	5,422	-	-	-	49,141

Appendix C – DEC rating per setting

Setting	DEC rating
BHP	D
GHP	D
MER	B
MES	D
MECE (excl sports hall)	C
CBC	E/F
HAM	B
OTS	C
RIV	A