



Jacobs

Earn Your Wings:

Taking flight with

the Butterfly Effect

School's Sustainability
Strategy Workbook

#STEAMatJacobs

#SeeYourselfInSTEAM

Project Overview

The development of a school sustainability strategy is designed to get pupils thinking about practical steps they can implement to ensure that sustainability is at the heart of school life. The sustainability strategy will set out the school's sustainability aims, the actions needed to achieve them and measure success. Sustainability champions will be nominated to ensure the project leaves a lasting legacy at the school.

The principles learned through the project can also be applied to lives outside of school. The aim is to create lasting behavioural change by providing pupils with the knowledge and understanding they need to put sustainability at the forefront of every decision they make.

This project is a pilot, designed for secondary school pupils, and supplements [The Butterfly Effect](#) which was developed by Jacobs for primary aged pupils. It is designed to be flexible, so can be adapted to suit pupils aged 11-18.

Who is Jacobs?

Jacobs leads the global professional services sector providing solutions for a more connected, sustainable world. At Jacobs, we're challenging today to reinvent tomorrow by solving the world's most critical problems for thriving cities, resilient environments, mission-critical outcomes, operational advancement, scientific discovery and cutting-edge manufacturing, turning abstract ideas into realities that transform the world for good.

With offices in the U.K. and worldwide, we have talented teams located in the middle of Birmingham city centre supporting local clients like Birmingham City Council, Transport for West Midlands, Severn Trent and more.

To discover more visit www.jacobs.com and connect with Jacobs on [Facebook](#), [Instagram](#), [LinkedIn](#) and [Twitter](#).

Introduction to Creating a Sustainability Strategy

What is a Sustainability Strategy?

A sustainability strategy for your school is a document outlining:

- What the school would like to achieve in terms of sustainability.
- What needs to be done to achieve this and by whom.
- The sustainability plan timeline you need to follow.
- How you will measure your success.

Why Create a Sustainability Strategy for your School?

Climate change is the greatest challenge currently facing our world. A [report](#) by [The Center of Behavior and the Environment](#) claims that "As individuals, people often report feeling hopeless that they can affect change on a scale that matters for something as big as climate change, but individual behavior change when taken up by billions of people makes a decisive difference."

By setting clear, attainable goals and defining the method to achieve them, schools can positively contribute to the change required to mitigate the effects of climate change.

Introduction to Creating a Sustainability Strategy

What Skills will Students Develop in Creating a Sustainability Strategy?

In engaging with the process, pupils will have the valuable opportunity to gain a range of important skills. Using the [Skills Builder Partnership](#); the universal framework for essential skills, we have identified the following:

- [Listening](#): Steps 11-14
- [Speaking](#): Steps 0-15
- [Problem Solving](#): Steps 13-15
- [Creativity](#): Steps 6-16
- [Staying Positive](#): Steps 7-15
- [Aiming Higher](#): Steps 5-15
- [Leadership](#): Steps 3-15
- [Teamwork](#): Steps 0-15

Example of Jacobs' sustainable business approach:

- [PlanBeyond 2.0](#)

Introduction to Creating a Sustainability Strategy

How to Create a Sustainability Strategy.

Step 1

Conduct a sustainability audit by researching and evaluating the current sustainability situation within school; identify gaps and problems. Explore what outcomes the school would like to achieve (e.g. reduce number of plastic bottles thrown away by 20% within 10 weeks etc). These should be [SMART Goals](#) to be able to easily assess their success.

Step 2

Identify your team and assign tasks using project planner template.

Step 3

Research the eight themes and [UN Sustainable Development Goals](#) (UN SDGs).

Step 4

Identify actions, aligning with the eight themes and UN SDGs, to include in your strategy along with:

- Any associated benefits and risks
- Key Performance Indicators (KPIs). These are the measurements you will use to identify if your strategy has been successful. (See FAQs for examples).

Step 5

Spread the word and maximize engagement by publicising your strategy! You may wish to nominate sustainability champions within the school for this purpose. Please use the hashtag #STEAMatJacobs if promoting on social media.

Contents Page

This pack includes resources which you may choose to use to develop your sustainability strategy. Please feel free to use and adapt these resources to suit your needs; we want you to have the freedom to structure the project as you choose.

Introductory video

Introduces the project in the context of wider sustainability issues, including why sustainability is important to Jacobs.

Introduction to creating a Sustainability Strategy

Practical steps to create a sustainability strategy.

Theme information sheets

We have provided some information sheets on potential topics you could include in your sustainability strategy. For each theme you will find suggested ideas, links to useful resources and careers information linked to the topic.

The eight themes include:

- Biodiversity
- Carbon
- Food
- Human rights and lives
- Jobs of the future
- Plastic
- Waste
- Water

Templates

We have included a sustainability strategy template, a project planner template and a project timeline template, which could be useful resources to get started. It's up to you to choose to use these.

FAQs

Frequently asked questions to help you roll out the project.

Biodiversity

Sustainability Strategy Ideas

- Grow a wildflower garden in the school grounds.
- Conduct an annual community survey to assess local biodiversity.
- Organise a nature day in the school grounds and/or set up a wildlife club at school.
- Join a conservation organisation such as the British Trust for Conservation Volunteers or The Wildlife Trust as a school member.
- With bird and bat populations decreasing, making bird and bat boxes is an excellent idea to help our flying friends live and breed. You could even fit a bird box camera to watch them lay their eggs without disturbing them.
- Plant a tree at school.
- Make a bug hotel at school.



Biodiversity

Resources

Link	Source	Type	Overview	Duration
Virtual Field Trip	YouTube	Video	Amazon Rainforest Virtual Field Trip	9 minutes
Habitats	YouTube	Video	Tundra, Desert, Grasslands, Forests and more habitats	15 minutes
Biodiversity Information	Britannica Kids	Webpage	Information	5-10 minutes
Build a Food Chain	CSERC	Webpage	Interactive game	5-10 minutes
Ecosystem	Britannica Kids	Webpage	Information	5 minutes
biodiversity.PDF (wildaboutmanchester.info)	Wild about Manchester	Webpage	Information	N/A
Biodiversity in Schools	Biodiversity in Schools	Webpage	Information	N/A
UN Sustainable Development Goals	United Nations	Webpage	Specific Goals: 13, 14, 15	N/A

Biodiversity

Careers Information

On the following page is a list of job roles associated with the Biodiversity theme. Using resources such as [the STEM Learning Virtual Careers Fairs](#), [Indeed.com](#), [Reed.co.uk](#), [GOV.UK](#), [Glassdoor.co.uk](#), and [Jacobs.com](#), search for each job title and find out what they do!

Alternatively, there are pre-recorded videos from professionals at Jacobs that can provide more insight into some biodiversity-related jobs:

- [Terrestrial Ecology](#)
- [Aquatic Ecology](#)
- [Environmental Assessment 1](#)
- [Environmental Assessment 2](#)
- [Environmental Management](#)

Job Titles

- Ecologist
- Natural Capital Consultant
- Environmental Planner
- Environment Impact Assessment Consultant
- Botanist
- Zoologist
- Conservationist
- Environment and Sustainability Consultant
- Environmental Manager

Carbon

Sustainability Strategy Ideas

- Create a rewards system for active travel. This can be during the commute to school but also for other journeys.
- Audit local transport links to school and, if required, campaign locally to have active travel routes to school be made safer.
- Task a team of sustainability champions with ensuring lights, projectors etc are turned off in classrooms when not in use.
- Look into green energy creation within the building. For example, could you install solar panels, a small wind turbine or other measures, to help offset carbon consumption.
- Explore building improvements that could be made to increase efficiency. Could insulation be improved, or drafts removed to reduce heating costs?
- Look into options for an electric car charging point to be installed in the school car park.
- Lead a discussion to assess where in the classroom electricity might be being wasted and remind your classmates to turn off and unplug devices when they are not being used.

Carbon

Resources

Link	Source	Type	Overview	Duration
What's Climate Change and What Can I Do?	The Climate Reality Project	Webpage		10 minutes
Air Pollution	YouTube	Video		3 minutes
Carbon Footprint Calculator	WWF	Webpage	Interactive Quiz	N/A
Active Travel Initiatives	Brightkidz	Webpage		10 minutes
Top tips for sustainability in schools - GOV.UK (www.gov.uk)	Gov.UK	Webpage		N/A
UK Climate Change • Let's Go Zero (letsgozero.org)	Let'sGoZero	Webpage		N/A
UN Sustainable Development Goals	United Nations	Webpage	Specific Goals: 3, 7, 12, 15	N/A

Carbon

Careers Information

On the following page is a list of job roles associated with the Carbon theme. Using resources such as [the STEM Learning Virtual Careers Fairs](#), [Indeed.com](#), [Reed.co.uk](#), [GOV.UK](#), [Glassdoor.co.uk](#), and [Jacobs.com](#), search for each job title and find out what they do!

Alternatively, there are pre-recorded videos from professionals at Jacobs that can provide more insight into some carbon-related jobs:

- [Scientist](#)
- [Environmental Practitioner Apprentice](#)

Job Titles

- Carbon Consultant/Analyst
- Environmental Management and Permitting/Impact Assessment Consultant
- Nuclear Engineer
- Natural Capital Management
- Electrical Team Manager/Engineer
- Sustainability Consultant
- Waste and Materials Manager
- Bioresources Consultant
- Energy Specialist
- Commissioning Specialist
- Power Strategic Adviser
- Environmental Practitioner Apprentice
- Scientist

Food

Sustainability Strategy Ideas

- Assign sustainability champions to measure the amount of food thrown away.
- Develop awareness campaigns to reduce food waste.
- Create a 'school fridge' where food that would otherwise go to waste can be stored and accessed by those in need; both within the school and wider community.
- Start a composting system for school lunches that go un-eaten and use the compost to grow food for the school canteen.
- The school canteen to hold 'meatless Mondays', providing vegetarian alternatives.
- Grow sustainable food in a school garden, you can offer it for free or sell it to your school community.
- Create a friendly competition between classes where the winner is the class with less food waste in a certain period. If possible, award the winners with a small home composting kit.



Food

Resources

Link	Source	Type	Overview	Duration
Crop Rotation	Academic Kids	Webpage		5 minutes
Taste Atlas	Taste Atlas	Webpage	Interactive Map	N/A
Carbon Opportunity Costs of Our Food	Our World in Data	Webpage		5-10 minutes
Carbon-pricing our Food	Which?	Article		<5 minutes
Pesticides	World Health Organisation	PowerPoint		>20 minutes
Bgen Join the new Food Sustainability Consortium	Botanic Gardens Education Network	Webpage		N/A
UN Sustainable Development Goals	United Nations	Webpage	Specific Goals: 2, 12, 14, 15	N/A

Food

Careers Information

Listed below are a variety of job roles associated with the Food theme. Using resources such as [the STEM Learning Virtual Careers Fairs](#), [Indeed.com](#), [Reed.co.uk](#), [GOV.UK](#), [Glassdoor.co.uk](#), and [Jacobs.com](#), search for each job title and find out what they do!

Alternatively, there are pre-recorded videos available about some food-related jobs:

- [Dietitian](#)
- [Food Science](#)
- [Nutritionist](#)

Job Titles:

- Dietitian
- Food Scientist
- Nutritionist
- Chef
- Food Distributer
- Food Technologist
- Food Buyer
- Food Analyst
- Food Teacher
- Food Product Developer



Human Rights and Lives

Sustainability Strategy Ideas

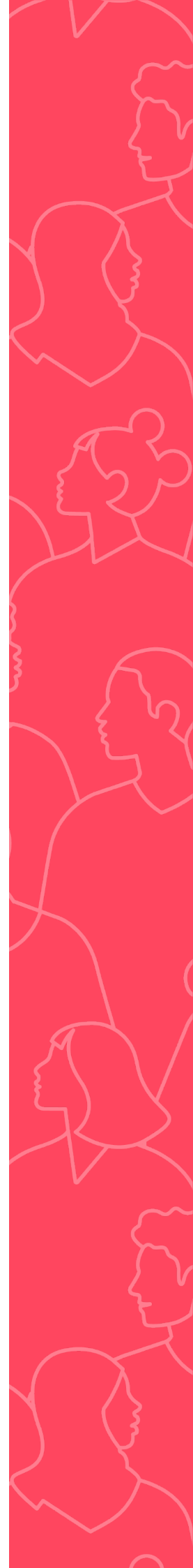
- Conduct regular surveys to assess the degree to which pupils understand their rights within the school and feel empowered to assert them.
- Create a poster campaign highlighting the key rights and responsibilities of all pupils in the school.
- Have a designated 'safe space' where pupils can report, either verbally or in writing, incidents that have taken place or suggestions on improving structures within the school.
- Fairtrade only policy on all food sold within the school.
- Establish a student council with elected representatives from amongst the pupil body.



Human Rights and Lives

Resources

Link	Source	Type	Overview	Duration
UN Universal Declaration of Human Rights	Youth for Human Rights	Webpage		10 minutes
Children's Rights and Responsibilities	UNICEF	PowerPoint		>20 minutes
Equity vs. Equality	GW University	Webpage		5-10 minutes
Maslow's Hierarchy of Needs	Simply Psychology	Webpage		10-15 minutes
Universal Declaration of Human Rights	United Nations	Webpage		Various – other resources linked on page
UN Sustainable Development Goals	United Nations	Webpage	Specific Goals: 1, 5, 6, 10, 11, 15	N/A



Human Rights and Lives

Careers Information

On the following page is a list of job roles associated with the Human Rights and Lives theme. Using resources such as [the STEM Learning Virtual Careers Fairs](#), [Indeed.com](#), [Reed.co.uk](#), [GOV.UK](#), [Glassdoor.co.uk](#), and [Jacobs.com](#), search for each job title and find out what they do!

Alternatively, there are pre-recorded videos from professionals at Jacobs that can provide more insight into some human rights and lives-related jobs:

- [Social Value](#)
- [Stakeholder Engagement](#)
- [Sustainability and Inclusion](#)

Job Titles

- Judge
- Human Resources
- Human Factors Consultant
- Talent Acquisition
- People Analytics Data Scientist
- Solicitor
- Social Worker
- Education Officer
- Community Worker
- Carer
- Charity Worker
- Social Value Manager
- Stakeholder Engagement Manager
- Sustainability and Inclusion Manager



Jobs of the Future

Sustainability Strategy Ideas

- Ask local businesses to provide careers information, either via a notice board, digitally or face to face.
- Invite experts including past students to discuss their career paths and ask what advice they would give to the students.
- Provide a reverse mentoring system in which pupil sustainability champions act as mentors and advise school management, local primary school management and/or external businesses on their sustainability strategies.
- Map out competencies' matrix for your school.
- Create an online or physical directory of jobs in sustainability using the knowledge gained from researching each theme in this programme.

Jobs of the Future

Resources

Link	Source	Type	Overview	Duration
Career Podcasts	FunKids	Video/Audio		Various
Automation of jobs	Southern Phone	Webpage		10 minutes
Inspirational Career Podcasts	TopResume	Webpage		Various
Careers Advice	Target Careers	Interactive webpage	Different tips on careers	Various
Jobs of the Future	Parental Guidance	Webpage		5 minutes
Job profiles Prospects.ac.uk	Prospects	Webpage		N/A
Browse Careers (ucas.com)	UCAS	Webpage		N/A
UN Sustainable Development Goals	United Nations	Webpage	Specific Goals: 1, 3, 4, 5, 8, 9, 10, 11	N/A

Jobs of the Future

Careers Information

On the following page is a list of job roles associated with the Jobs of the Future theme. Using resources such as [the STEM Learning Virtual Careers Fairs](#), [Indeed.com](#), [Reed.co.uk](#), [GOV.UK](#), [Glassdoor.co.uk](#), and [Jacobs.com](#), search for each job title and find out what they do!

Alternatively, there are pre-recorded videos from professionals at Jacobs that can provide more insight into some jobs of the future-related jobs:

- [Project Management](#)
- [Environmental Assessment](#)
- [Land Quality](#)
- [Planning](#)

Job Titles

- Talent Acquisition
- Environmental Consultant
- Human Resources
- Innovation Leads
- Project Manager
- Data Analyst
- Cyber Security
- Software Developer
- Flood Risk Engineer
- Project Planner
- Land Quality Specialist

Plastic

Sustainability Strategy Ideas

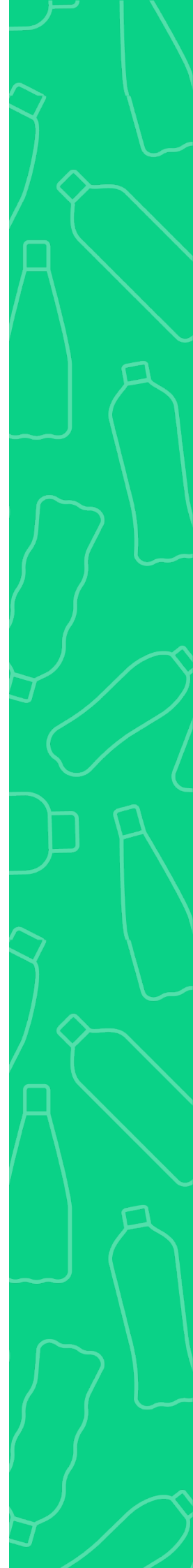
- Create a school greenhouse using plastic water bottles.
- Conduct an awareness raising campaign about the length of time it takes plastic to biodegrade.
- Run a challenge for a week where pupils collect all the plastic they've used and try to use the least possible amount, either individually or as a class. Link this to a reward system and celebrate winners using publicity campaigns.
- Make plastic recycling bins larger than rubbish disposal bins to encourage pupils to use them.
- Hold litter pick events and share photos of the amount of plastic collected to spread awareness.
- Choose reusables for the canteen and school events.



Plastic

Resources

Link	Source	Type	Overview	Duration
Ocean Plastics Kahoot	National Geographic	Interactive Quiz		N/A
Plastics & their Different Qualities	The Conscious Club	Webpage and video		20 minutes
Plastic Use Calculator	Earth Day	Interactive tool		10 minutes
Biomagnification and Bioaccumulation Lesson Plan	National Geographic	Webpage		N/A
Plastic Footprint Calculator	Omni Calculator	Interactive tool		20+ minutes
Reduce Plastic Use	National Geographic	Webpage		5 minutes
UN Sustainable Development Goals	United Nations	Webpage	Specific Goals: 12, 14	N/A



Plastic

Careers Information

On the following page is a list of job roles associated with the Plastic theme. Using resources such as [the STEM Learning Career Fairs](#), [Indeed.com](#), [Reed.co.uk](#), [GOV.UK](#), [Glassdoor.co.uk](#), and [Jacobs.com](#), search for each job title and find out what they do!

Alternatively, there is a pre-recorded video from a professional at Jacobs that can provide more insight into a plastic-related job:

- [Waste and Materials](#)

Job Titles

- Machinist
- Materials and Waste Consultant
- Sustainability Consultant
- Circular Economy Consultant
- Plastic Fabricator
- Plastic Welder
- Plastic Machine Operator
- Product Design
- Polymer Extrusion Scientist
- Quality Engineer
- Machine Operator
- Chemical Engineer



Sustainability Strategy Ideas

- Organise a bring-and-buy sale, either digitally or face to face, in which pupils can exchange items they no longer need.
- Appoint a waste champion to remind classmates of ways items can be recycled and reused.
- Determine how much waste your school generates and where it goes. Design a project to start or expand school-wide recycling and composting efforts.
- Have a clothing bank for uniforms.
- Have a tools library and re-share/ re-use with your classmates, tools that you don't use anymore, but are still in good condition to use.
- Start an up-cycling club in your school.



Waste

Resources

Link	Source	Type	Overview	Duration
Reduce, Reuse and Recycle	Anglian Water	Webpage and video	Information on the 3 R's and tips for each	5-10 minutes
Lifecycle of a Plastic Bottle	TKSST	YouTube embedded video		4 minutes
Life-cycle Assessments	BBC Bitesize	Webpage		20 minutes
Measuring Biodegradability	Science Learning Hub	Interactive webpage		5-10 minutes
What are supermarkets doing about plastics?	Which?	Webpage		5-10 minutes
Recycling Fashion	YouTube	Video		3 minutes 50 seconds
UN Sustainable Development Goals	United Nations	Webpage	Specific Goals: 12, 15	N/A

Careers Information

Alternatively, there are pre-recorded videos from a professional at Jacobs and a STEM Ambassador that can provide more insight into a waste-related jobs:

- Waste and Materials
- Environmental Manager

Job Titles

- Solid Waste Engineer
- Waste Solutions Manager
- Waste Management Consultant
- Waste and Materials Professional
- Hazardous Waste Specialist
- Environmental Management Consultant
- Wastewater Technician
- Corrosion Specialist
- Nuclear Decommissioning Engineer
- Environmental Manager

Water

Sustainability Strategy Ideas

- Assign sustainability champions to regularly audit the school's water use; checking taps are leak-free and turned off when not in use.
- Collect rainwater to water plants within the school building.
- Run a publicity campaign within the school, and/or wider community, to encourage pupils and families to turn off the tap when brushing their teeth, while applying soap to their hands etc.
- Research which foods use the most water and campaign to have the use of these reduced within the school building.
- Sustainability champions can paint yellow fish on the floor next to storm drains, showing that only rainwater should end up in the drain.
- Link the sustainability champions up with any period poverty champions within the school to assess water hygiene management strategies within the school.

Water

Resources

Link	Source	Type	Overview	Duration
Thames Water – Water Saving Calculator	Thames Water	Online interactive tool	Water Saving Calculator	Various – there are tips to reduce water with each question that can be read!
KidsHealth article	Kids Health	Web page	Why Drinking Water Is the Way to Go	<5 mins
Where does water go?	YouTube	Video	Video explanation of water infrastructure	6 minutes 47 seconds
The Water Cycle	NASA	Webpage	Explanation of the Water Cycle	5-10 minutes
Why save water?	US Environment Protection Agency	Webpage	Information on how to save water	10 minutes (extra resources at the bottom)
Anglian Water school resources	Anglian Water	Webpages and videos	Various information resources on water	Various
UN Sustainable Development Goals	United Nations	Webpage	Specific Goals: 6, 4	N/A

Water

Careers Information

On the following page is a list of job roles associated with the Water theme. Using resources such as [the STEM Learning Virtual Careers Fairs](#), [Indeed.com](#), [Reed.co.uk](#), [GOV.UK](#), [Glassdoor.co.uk](#), and [Jacobs.com](#), search for each job title and find out what they do!

Alternatively, there are pre-recorded videos from professionals at Jacobs that can provide more insight into some water-related jobs:

- [Aquatic Ecology](#)
- [Water Catchment Management](#)
- [Regulated Water](#)

Jobs Titles

- Water Hygiene Engineer
- Water Safety Manager
- Plumber
- Water Monitoring Technician
- Water Quality Technician
- (Surface) Water Drainage Engineer
- Water Resources Engineer
- Hydrologist
- Water Catchment Manager
- Wastewater Technician
- Aquatic Ecologist
- Water Risk Assessor

FAQs

1. How many pupils can I use this resource with?

You can use this resource with as many or as few pupils as your school would like.

For example, it might be a good resource for:

- Student Council
- Senior pupil group
- Whole-school project
- Individual subject or class

2. What age group is this resource suitable for?

The resource is suitable for secondary pupil, aged between 11 and 18.

3. What is the cost of this project/resource for our school?

This resource is entirely free to use, including working with a Jacobs STEAM Mentor, who can help provide an industry perspective on resources.

Contact GlobalSTEAM@jacobs.com to arrange.

FAQs

4. What equipment or additional resources do we need for our school to participate in this project?

You don't need any additional resources to participate. Because this is a sustainability project, we actively encourage you not to purchase anything additional and approach your participation with sustainability in mind. For example, we recommend viewing and editing documents on PowerPoint using a projector, rather than printing and/or taking notes on recycled paper or online.

5. How much time is required to run this project?

The time frame for delivery is flexible and can be adapted to suit the school. We recommend using the timetabling template included in the pack to ensure you deliver your strategy within a timeframe that works for you.

6. Is there a suggested time commitment for pupils to participate in this project?

Pupils can participate on whatever scale suits them, and the wider school. If a club or pupil group is taking on the project, the resources can easily be delivered during their sessions, over whatever period works for the school. If delivered as a whole school project, some participation may come in the form of surveys or short meetings.

FAQs

7. Do pupils gain any qualifications or certification for participating in this project?

The project may allow participating pupils to achieve a [Bronze Crest Award](#) depending on how it is delivered. See [CREST Bronze criteria guidance \(crestawards.org\)](#) for more information on how to adapt delivery to suit.

The programme might also contribute to the [Rights Respecting Schools Programme](#).

8. Can pupils lead a younger cohort in this project?

We encourage peer to peer learning throughout the project.

Pupils can:

- Work with younger peers within the school to research, plan and deliver the sustainability strategy.
- Work with younger pupils from local primary schools on the [Jacobs' Butterfly Effect Programme](#), ensuring they have a thorough understanding of sustainability before they reach secondary school.

FAQs

9. How does this project link to the curriculum?

Depending on how the project is delivered it will cover differing aspects of the curriculum across everything from English/Literacy and Mathematics/Numeracy to Social Studies. In the introduction document we've mapped the skills pupils can expect to gain from working on the project using the [Skills Builder Partnership Framework](#).

Does this project link to the Sustainable Development Goals (SDGs)?

The eight themes covered in the project link to the [UN Sustainable Development Goals](#):

- Water – Goal 6 and 4
- Plastic – Goal 12 and 14
- Waste – Goal 12 and 15
- Carbon – Goal 3, 7, 12 and 15
- Biodiversity – Goal 13, 14 and 15
- Food – Goal 2, 12, 14 and 15
- Human Rights and Lives – Goal 1, 5, 6, 10, 11 and 15
- Jobs of the Future – Goal 1, 3, 4, 5, 8, 9, 10 and 11

FAQs

10. What are KPIs and can I have some examples?

Key Performance Indicators (KPIs). These are the measurements you will use to identify if your strategy has been successful.

The easiest way to set clear, attainable KPIs is to make the goals/objectives you set in your strategy [SMART Goals](#). This way it will be easy to see how successful you've been at meeting them.

For example, if you have set the objective of 'reducing the number of plastic bottles thrown away by 20% within 10 weeks' you can measure the current number of bottles being thrown away and calculate what 20% of that would be. If after 10 weeks, the total number of bottles has reduced by that amount you have successfully met the KPI. If it's gone down by more, you have exceeded the KPI.

FAQs

11. What format do the pupils output from this project take?

The project will enable pupils to create a Sustainability Strategy for their school. This can either be formatted in the template provided, or in whichever format would best suit the school.

12. How can I access further support for this project?

You can get further support with this project by contacting GlobalSTEAM@jacobs.com to either request a STEAM mentor to be assigned to your school for support, or to ask any additional questions.

13. Do I need to cover all 8 themes in my Sustainability Strategy?

No, you can cover all 8 if that works best for your school, or you can focus on 1-3 of them. Whichever suits your school, pupils and staff.

14. Do I need to use the templates provided?

No, the templates have been created to support you but there is no obligation to use them. They can be a useful guide to the information that needs to be considered and included in your planning and strategy documents.

FAQs

15. Can I include parents and the wider community?

Absolutely! We recommend cascading the learning by including parents and other community members. For example, you might want to collect information about the current sustainability strategies using a survey either through email or on social media. By including the wider community in the process, you can maximise the benefit of the programme, ensuring that the impact of your sustainability strategy reaches beyond the school gates.



FAQs

16. Where can I find further careers and skills information?

Scotland	England	Wales	Northern Ireland
Career Education Standard (3-18) September 2015	Careers guidance and access for education and training providers (publishing.service.gov.uk)	Careers and the world of work: a framework for 11 to 19-year-olds in Wales - Hwb (gov.wales)	Preparing for success 2015 - 2020 : A strategy for careers education and guidance Department of Education (education-ni.gov.uk)
Skills for learning, life and work - The SfLLW framework - SQA	Preparing for success 2015 - 2020 : A strategy for careers education and guidance Department of Education (education-ni.gov.uk)	Careers and the world of work: a framework for 11 to 19-year-olds in Wales - Hwb (gov.wales)	STEM Learning - Resources, CPD, STEM Ambassadors and enrichment STEM
STEM Learning - Resources, CPD, STEM Ambassadors and enrichment STEM	Skills for jobs: lifelong learning for opportunity and growth - GOV.UK (www.gov.uk)	STEM Learning - Resources, CPD, STEM Ambassadors and enrichment STEM	
https://www.myworldofwork.co.uk/	STEM Learning - Resources, CPD, STEM Ambassadors and enrichment STEM		

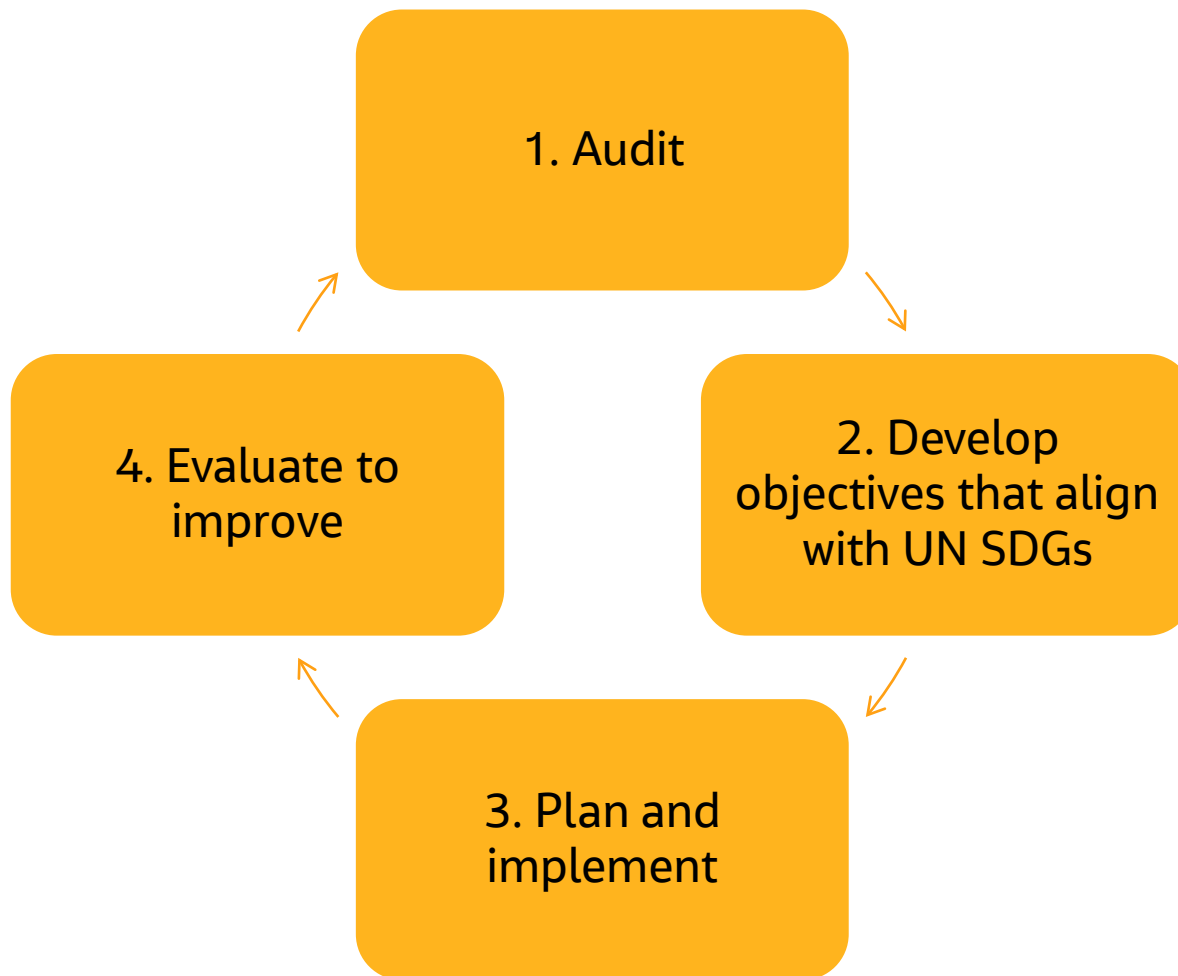
FAQs

17. Where can I find further information on sustainability at Jacobs?

- [Sustainability | Jacobs](#)
- [Sparks Episode 8: COP26 and the Path Ahead | Jacobs](#)
- [\(77\) COP26 Call to Action - YouTube](#)
- [What Jacobs wants to see from COP26 – YouTube](#)
- [Breakthroughs - Coming soon – YouTube](#)

Overall Strategy Diagram

Creating your sustainability strategy is a circular process. You need to audit, develop objectives and plan, regularly review and measure success to ensure you keep improving.



Audit

Define sustainability issues, audit of current sustainability mitigations, benefits and limitations within the school.

Theme	Key sustainability issues	Current sustainability mitigations	Benefits from current mitigations	Limitations of current mitigations
Water				
Waste				
Plastic				
Carbon				
Human Rights and Lives				
Biodiversity				
Food				
Jobs of the Future				

Develop objectives that align with UN SDGs

Develop your sustainable school objectives that are aligned with the United Nations Sustainable Development Goals (SDGs).

What are your sustainable school objective(s)?	United Nations Sustainable Development Goals (SDGs) linked to your objectives

- TIP 1: develop key objectives, that will make a positive impact for your school, community and world, focus on outcomes that you want to achieve, understand what outputs will be delivered to achieve your outcomes.
- TIP 2: align objectives with SDGs most relevant to your school, define how you as a school and as individuals can play a part in creating a sustainable future for all.

SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Plan and Implement

Identify what would you like to change, how are you going to do that, how you will measure your success and when you will assess progress within the school.

Theme	What you would like to improve	How you are going to do that	What implementation measures you will put in place	What the Key Performance Indicators you will use to measure success	When you will assess progress
Water					
Waste					
Plastic					
Carbon					
Human Rights and Lives					
Biodiversity					
Food					
Jobs of the Future					



Evaluate

Evaluate how successful your plan has been and what you can do to improve. Once you have completed this step go back to Slide 4 and create a new plan based on what you have learned.

Theme	What you did	Benefits	Disadvantages	Key Performance Indicators achieved?	What would you do differently?
Water					
Waste					
Plastic					
Carbon					
Human Rights and Lives					
Biodiversity					
Food					
Jobs of the Future					

Project Planner Template

.....

Theme	Task description	Task owner	Task completion due date	Priority (1-10)	Complete/ work in progress?



Project Timeline Template

[illegible]

Project Timeline Template Example

Theme	Task	Owner	Duration	Year 2022											
				Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Carbon	Task 1	Name	1 month												
Carbon	Task 2	Name	1 month												
Carbon	Task 3	Name	1 month												
Water	Task 1	Name	1 month												
Water	Task 2	Name	1 month												
Water	Task 3	Name	1 month												
Biodiversity	Task 1	Name	1 month												
Biodiversity	Task 2	Name	1 month												
Biodiversity	Task 3	Name	1 month												
Biodiversity	Task 4	Name	1 month												
Biodiversity	Task 5	Name	1 month												
Plastic	Task 1	Name	1 month												
Plastic	Task 2	Name	1 month												
Plastic	Task 3	Name	1 month												

- TIP 1: Be SMART (Specific, Measurable, Achievable, Realistic, Time-bound) and breakdown longer tasks into weekly activities. This will help you to be more focused on a weekly plan.
- TIP 2: Revisit your plan daily/weekly/monthly as appropriate for your project, depending on the timescales and project completion date.

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