

# Engaging with Staff



# Behaviour Change?

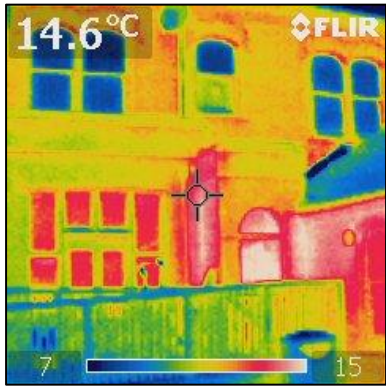
- Big people;
  - Behaviours & attitudes already learned
- Pupil enthusiasm
- Awareness:
  - Facts, figures, incentives
- Roles and responsibilities:
  - Teaching staff
  - Non-teaching staff

# The Sustainability Spectrum

- **Governors:**
  - Appointment; strategy; Eco Committee
- **Teaching staff:**
  - Eco Committee, Green Team, projects
  - Children, curriculum & projects
- **Support staff:**
  - Role profiles
  - Appraisal targets
- **Parents**



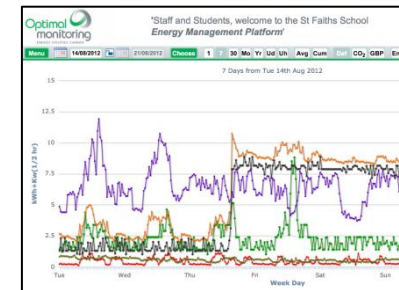
# A Full Portfolio



**St Faith's**  
CAMBRIDGE

**Switch off fortnight:**

- One day to go
- Likely to be extended for another **50** weeks
- Mittens, woolly hats and head torches available from the Bursary



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# Roles and Targets

## People and Energy



Network Support	Administration	Maintenance	Catering	Housekeeping	Responsibilities
					<b>Management</b> <ul style="list-style-type: none"> <li>• KPIs</li> <li>• Appraisal targets</li> <li>• Incentives</li> </ul>
					<b>In Support</b> <ul style="list-style-type: none"> <li>• Role profile specific task</li> <li>• One per area</li> <li>• Voluntary</li> </ul>



# Lessons Learned

- Leadership and example
- Saving energy through people energy
- Some ain't for converting
- It takes more than one enthusiast
- Roles and targets work
- Parents and other stakeholders



# Questions?

