

Kildare and Wicklow Education and Training Board

Climate Action Roadmap 2025

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1 A Message from the Chief Executive

I am pleased to introduce the Kildare and Wicklow Education and Training Board Climate Action Roadmap which outlines our strategy to achieve the public sector target of improving energy efficiency by 50% and reducing energy related greenhouse gas by 51% by 2030.

The targets outlined aim to minimise impact of our activities so that we can achieve continual sustainability and energy improvements; prevent emissions; measure and reduce waste; adapt to climate change and encourage environmental awareness within and across our organisation. As an organisation we strive to provide high quality education and training programmes including an appreciation for the planet we inhabit and how to protect it for future generations.

Kildare and Wicklow ETB is committed to reducing energy consumption, improving efficiency and minimising environmental impact.

Dr. Deirdre Keyes, Chief Executive, Kildare and Wicklow Education and Training Board

2 Overview of Kildare and Wicklow Education and Training Board

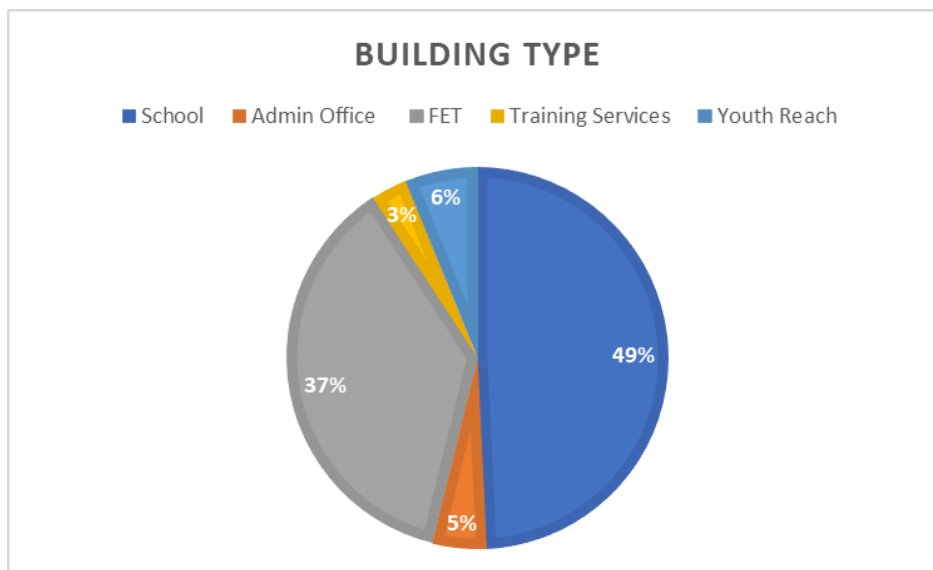
Kildare and Wicklow Education and Training Board was established on 1st July 2013 under the Education and Training Boards Act, 2013. KWETB has a statutory body with responsibility for the delivery of education and training throughout counties Kildare and Wicklow. It has a corporate structure which is made up of a democratically appointed committee 'The Board' and a management ('The Executive') team. Kildare and Wicklow ETB serve a population of circa 364,929 people (2016 Census), although this is expected to be higher once the full 2022 census statistics are published. The 2022 census preliminary results show an increase in Kildare population by 11% (24,473) since 2016, with the statistics for Wicklow not yet published. Housing stock for both counties saw increase with Kildare at 12% and Wicklow up 9% (www.cso.ie, 2022).

The area served by KWETB reaches from Carnew in South County Wicklow to Maynooth in North County Kildare, with the imposing natural landscape of the Wicklow Mountains and the plains of County Kildare between. Alongside large urban towns both Counties have large rural hinterlands with low density population. Both Kildare and Wicklow also have some of the fastest growing populations in the north of the counties on the 'commuter belt' into Dublin City. This requires a complex delivery of services across both counties. KWETB, in line with its public sector duty obligations has given due regard to the need to eliminate discrimination, promote equality of

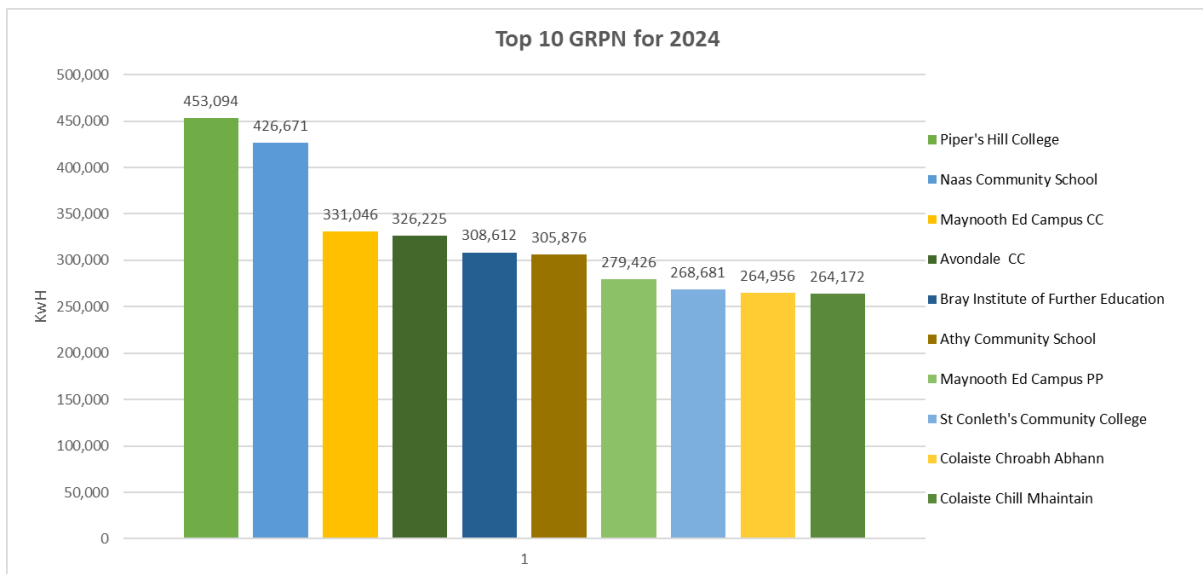
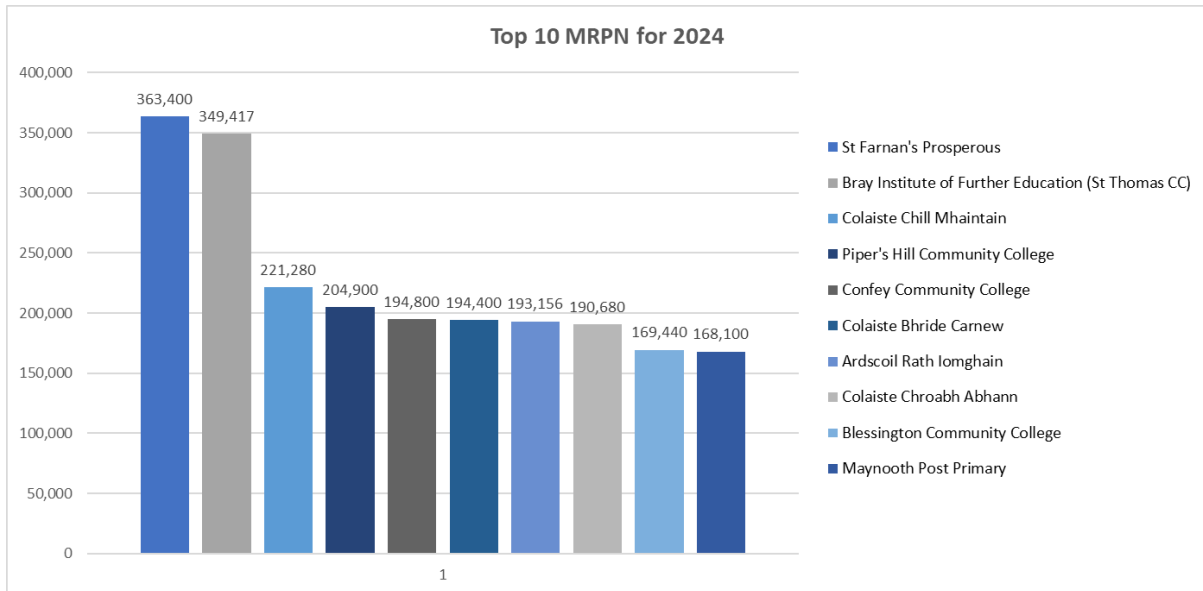
opportunity and protect the human rights of staff and all the learners and groups to whom we provide services. KWETB adheres to the legislative requirements of the ETB Act 2013, the Education Act 1998, Education for Persons with Special Educational Needs Act 2004, Admissions to Schools Bill 2020, Further Education and Training Act 2013, Disability Act 2005, Equal Status Acts 2000- 2018, Employment Equality Acts 1998–2015, giving due regard to compliance with the human rights and equality obligations contained therein.

3 Energy Usage in our Schools and Centres

Under SEAI’s M&R reporting structure all KWETB locations are reported together irrespective of whether they are Post-primary, FET, Training Centre, or offices. In future iterations of this roadmap, it will be imagined that there will be a segregation of these building types and separate roadmaps and mandates will apply. For the purposes of this roadmap, the significant emitters are considered to be the top energy consumers. The figure below outlines the split amongst KWETB building stock. A list of all schools and centres can be found on our website <https://kildarewicklow.etb.ie/>

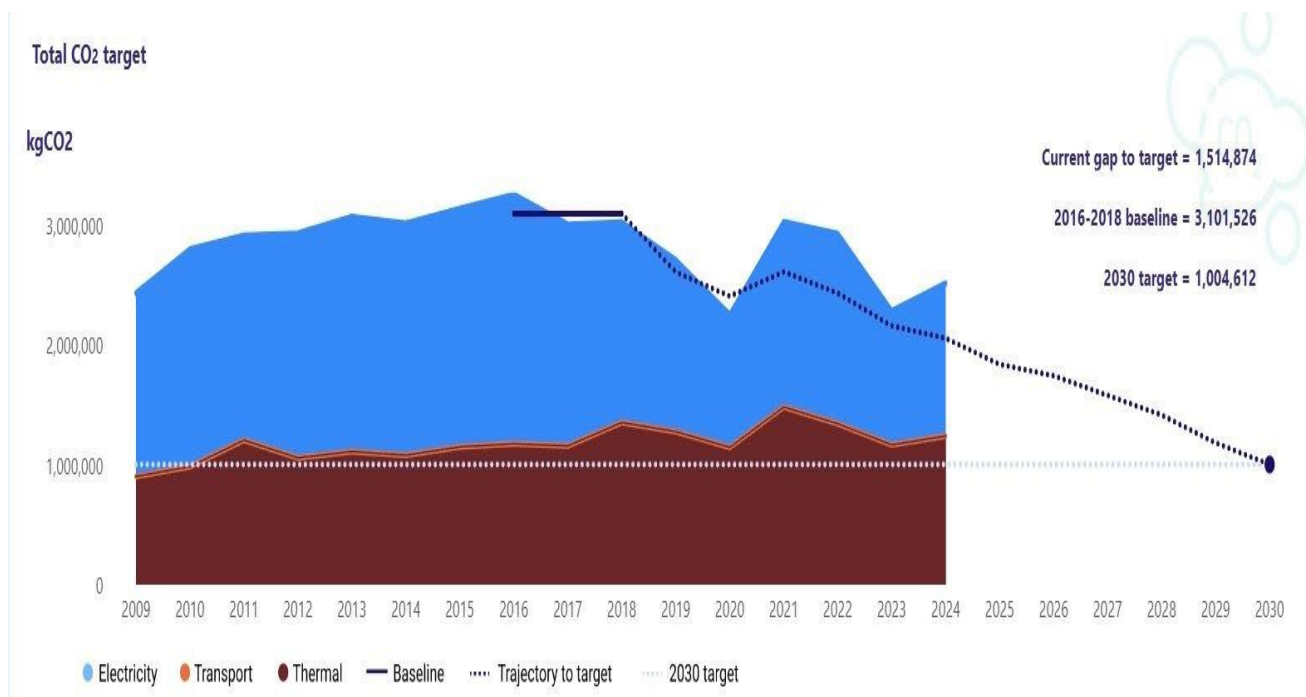


The data below outlines which properties are the biggest emitters of electricity and gas for 2024



Total Co2 Emissions 2024

- Increase in Fossil fuel output of 1,242,532 Kg Co2
- Trending 325,091 Kg Co2 above baseline trajectory of 917,441 Kg Co2 for 2030 targets.
- For the total Co2 emissions our current gap to target is 1,603,199 Kg Co2.
- We are currently trending at 485,776 Kg Co2 above our total baseline trajectory of 998,843 Kg Co2
- To achieve this target, Fossil Co2 must reduce by another 51.4% and the Total Co2 emissions must reduce by 61.6%.



Capital Projects

- Pathfinder Programme 2025 PV Panels - 16 participating schools.
- Repower EU Pathfinder Programme 2025 Retrofit – Scoil Chonglais.
- Pathfinder Programme 2025/2026 Heat Pump Decarbonisation – 14 schools altogether divided into two bundles, 8 in Kildare and 6 in Wicklow (Mix of ETB and non-ETB schools).
- Green Devolved Capital Allocation for KWETB owned FET Centres.

3.1 Our Goals

3.1.1 2025 Objectives

1. **Energy Reduction Target:** Reduce energy use by 8% through behavioural actions and small-scale efficiency upgrades.
2. **Fossil Fuel Reduction Target:** Reduce fossil fuel use by 8% via operational changes and limited infrastructure adjustments.
3. **Renewable Integration:** Begin small-scale PV (photovoltaic) installations in select locations to offset electricity demand.
4. **Engagement and Governance:** Expand low-cost, staff-driven initiatives to embed sustainability practices across KWETB.

3.2 Energy Efficiency Improvement

3.2.1 Behavioural and Operational Changes

- **Energy Awareness Campaign:**
 - Launch a “Switch Off” initiative targeting unnecessary energy use. Encourage staff and students to power down equipment, lights, and heating in unoccupied areas.
 - Include posters, reminders, and digital prompts in all schools and centres.
- **Heating Schedules:**
 - Optimise heating schedules in line with occupancy patterns. Build on successes like Maynooth Community College by setting staggered heating zones to minimise waste.
 - Encourage principals to conduct weekly heating schedule reviews.
- **Lighting Management:**
 - Introduce PIR motion sensors and daylight sensors in key locations (e.g., offices, classrooms, and common areas) to ensure lights automatically turn off when unoccupied.
 - Prioritise manual “switch-off” policies where funding for automation is limited.

3.2.2 Small-Scale Building Works

- **Lighting Upgrades:**
 - Replace outdated fluorescent lighting with LEDs in 3–5 schools or high-use areas. Use available SEAI funding for low-cost retrofits.
- **Draught-Proofing:**
 - Install cost-effective measures like weather stripping and door seals in poorly insulated windows and doors. Focus on high-energy-use facilities.
- **Renewable Energy Initiatives:**

- Install small-scale PV panels at two pilot locations with high solar exposure. Bray Institute of Further Education and Naas Community College are recommended. These projects will provide renewable energy and serve as demonstrations for future scaling.
- Partner with SEAI to leverage grants under the **Pathfinder Programme**.

3.3 Waste, Water, and Biodiversity

3.3.1 Waste Management

- **Segregation and Composting:**
 - Expand recycling bins across schools for plastics, paper, and organics.
 - Introduce composting facilities in canteens, encouraging food waste reduction and reuse in green spaces.
- **Reduce Printing Volumes:**
 - Promote the use of digital platforms like Adobe Sign and reduce non-essential printing. Set a target to decrease paper use by 10% compared to 2024 levels.

3.3.2 Water Reduction

- **Monitor and Adjust Water Use:**
 - Install basic water metering at 3–5 high-use buildings to identify inefficiencies.
 - Replace outdated faucets and install low-cost water-saving devices like aerators and dual-flush systems in restrooms.
- **Awareness Campaigns:**
 - Educate students and staff about water conservation through posters and classroom initiatives.

3.3.3 Biodiversity

- **Green Space Development:**
 - Transform unused outdoor areas into pollinator-friendly gardens and wildflower meadows.
 - Engage students in biodiversity projects such as planting native trees, building insect hotels, and monitoring local species.
- **Sustainable Landscaping:**
 - Avoid using chemical pesticides and fertilisers on school grounds.

3.4 Staff Engagement and Training

3.4.1 Training and Awareness

- **Climate Leadership Training:**
 - Organise workshops for principals and senior leaders focused on operational energy savings and sustainability practices.
 - Encourage participation in SEAI's Energy in Education Programme and Green Procurement training.
- **Student-Led Initiatives:**
 - Establish "Energy Teams" in schools to drive awareness campaigns and implement local sustainability projects.
 - Integrate sustainability into classroom activities to engage students directly.

3.4.2 Local Green Teams

- **Expand Green Teams:**
 - Ensure every school and centre has an active Green Team, supported by a senior leader.
 - Task Green Teams with monitoring energy use, running awareness campaigns, and reporting on progress.

3.5 Governance and Reporting

3.5.1 Data Collection and Monitoring

- **Sub-Metering:**
 - Install basic sub-meters in priority locations to track energy use in high-consumption areas like kitchens, labs, and IT facilities.
- **Energy Tracking:**
 - Use SEAI's Monitoring and Reporting (M&R) system to provide quarterly updates on energy and fossil fuel consumption.
 - Develop simple dashboards for principals and Green Teams to visualise progress.

3.5.2 Annual Reporting

- **Climate Action Report:**
 - Publish annual progress in the KWETB Annual Report, including updates on energy use, waste reduction, and biodiversity initiatives.
 - Include compliance with the **Public Sector Climate Action Mandate**.

3.6 Key Deliverables and Outcomes

Targets for 2025

- **Energy Reduction:** Achieve an 8% reduction in energy use across KWETB facilities.
- **Fossil Fuel Reduction:** Reduce fossil fuel consumption by 8%, with no new installations of fossil-fuel-based systems.
- **Renewable Energy:** Generate 3–5% of electricity demand in pilot locations through small-scale PV systems.
- **Waste Reduction:** Achieve a 10% reduction in paper use and improve recycling and composting practices across all centres.
- **Water Conservation:** Reduce water consumption by 5% in high-use facilities.

3.7 Cost-Effective Actions

- Emphasise low-cost initiatives, such as behavioural change campaigns, heating adjustments, and minor retrofits (LEDs, draught-proofing).
- Leverage grants and funding opportunities from SEAI and other public sector programmes for PV installations and retrofits.

4 Green Team

As part of the funding allocation requirements, each FET centre must establish a Green Team to drive local climate action initiatives and contribute to achieving the sector's 2030 climate targets, including a 50% reduction in greenhouse gas emissions and a 50% improvement in energy efficiency. Centres are required to follow the steps below:

1. Formation of the Green Team

- Working group now established with representation from teaching staff, administrative staff, and learners.
- Climate and Sustainability Champion has been nominated to lead the team, to ensure accountability and alignment with organisational objectives.
- External support also provided by our SEAI nominated PSM.

2. Team Purpose and Objectives

- The Green Team's mission is to reduce energy use, waste, and carbon emissions within the centre while promoting sustainability awareness among all stakeholders.
- The team will identify opportunities, implement initiatives, and report climate action progress.

3. Action Plan Development

- Develop a clear action plan focusing on achievable projects such as conducting energy audits, implementing waste management systems, and organising sustainability awareness campaigns.
- Plans must include measurable targets and a timeline for delivery.

4. Regular Monitoring and Meetings

- Green Teams must meet regularly (monthly or quarterly) to monitor progress, discuss challenges, and plan upcoming activities.
- Teams must review metrics such as energy consumption, waste outputs, and participation in initiatives as part of their ongoing monitoring.

5. Reporting Requirements

- Centres must submit progress reports on Green Team activities and achievements as part of their annual funding compliance documentation.
- Reports should detail implemented projects, measurable outcomes (e.g., energy savings, waste reductions), and plans.

6. Promotion and Engagement

- Centres should actively promote Green Team initiatives through internal communications, noticeboards, and events.
- Efforts should focus on engaging staff and learners to foster a culture of sustainability within the centre.
- Energy and Sustainability page has been created on the Staff Intranet for KWETB.

7. Leadership and Engagement

- SEAI have no further leadership training scheduled for 2025.

- KWETB is promoting the Energy in Education workshops for school principals and FET coordinators 2025.

The public sector has a target of improving its energy efficiency by 50% and reducing its energy related greenhouse gas by 51% by 2030.

The Kildare and Wicklow ETB Climate Action Roadmap 2024, hereinafter referred to as the Roadmap, sets out our plan to achieve our decarbonisation and energy efficiency targets pursuant to the National Climate Action Plan 2023 (CAP23). KWETB is committed to achieving its 2030 carbon emissions and energy efficiency targets. We will adhere to the requirements of the Public Sector Climate Action Mandate 2024 (the mandate) and demonstrate leadership within the public sector. The Mandate requires public sector bodies to demonstrate climate action leadership by implementing and reporting on the actions of the Mandate.

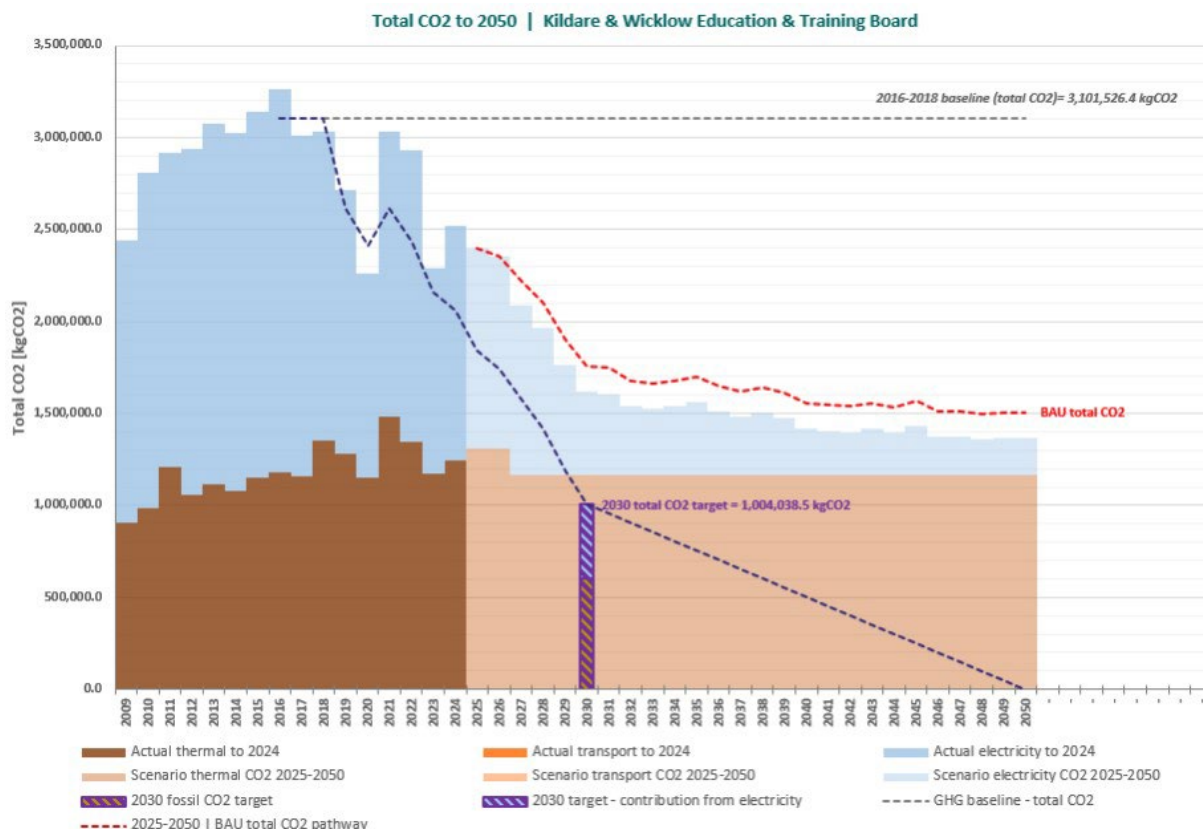
This Roadmap focuses on energy-related greenhouse gas emissions within our operations, in line with the target of a 51% absolute reduction by 2030. It also focuses on training our staff, learners and communities on the issues and steps available and implementable to reduce their emissions and help achieve our national targets. The KWETB Climate Action Roadmap 2024 has been approved by the Chief Executive and the Board of Kildare and Wicklow ETB and will be reviewed and updated annually. The annual review will consider our own climate action progress, Gap-to-Target analysis and any updates to the National Climate Action Plan and the Public Sector Climate Action Mandate.

5 National Public Sector Targets

The Public Sector Climate Action Mandate sets emissions reduction and energy efficiency targets for Kildare and Wicklow ETB:

- 51% reduction in energy related GHG emissions in 2030 (2016-2018 baseline)
- 50% increase in the improvement of energy efficiency by 2030 (2009 baseline)
- a net zero energy-related emissions target for 2050 at the latest

Kildare and Wicklow ETB's total energy usage and targets are shown in the graph below, along with the targets we need to meet by 2030.



6 Conclusion

The Kildare and Wicklow ETB Climate Action Roadmap 2025 outlines our plan to reduce our organisation's greenhouse gas emissions and increase energy efficiency up to 2030. It is our hope this will assist us to achieve the 2030 targets and progress us significantly towards the 2050 targets. We will add greater detail to the proposed steps, monitoring progress towards goals and implementing improvement steps where required when we review it annually.

KWETB's Climate Action Roadmap reflects both the scale of the climate challenge and our commitment to leading a well-managed, evidence-based response. In 2024, we made strong progress by strengthening governance, re-establishing Green Team activity, improving our data quality, and aligning our roadmap with national mandates. Strategic planning work — including estate reviews, energy audits, and the identification of Significant Energy Users — has laid a clear foundation for impactful action.

In 2025, we move from planning to implementation. Through participation in the SEAI Pathfinder Programme, targeted investment in priority buildings, and continued engagement of staff and learners, KWETB will begin to deliver tangible carbon reductions and energy efficiency improvements across the estate. Low-cost behavioural and operational actions are already underway and will be scaled to embed a culture of sustainability across the organisation.

We remain confident that with sustained effort, strategic partnerships, and continued commitment across all levels of the organisation, KWETB can make substantial progress toward the national 2030 climate targets. However, it is important to acknowledge that full achievement of these targets will depend on securing the necessary capital investment and completing the major building works required. Additionally, KWETB's building portfolio continues to expand in response to strong demographic growth and increasing demand for school places across Kildare and Wicklow. This ongoing expansion presents a further challenge to reducing overall energy consumption in the short to medium term.

This roadmap is therefore both a statement of our ambition and a call to action — setting a clear direction for a just, inclusive and sustainable education system, grounded in climate leadership and long-term impact.

Deirdre Keyes

Deirdre Keyes

06/10/2025

