

Sustainability Champion – Job Description

Lillybrook Pre-School

Job Title

Sustainability Champion

Responsible to

Early Years Manager / Setting Manager

Role Purpose

The Sustainability Champion will support Lillybrook's commitment to becoming a **more environmentally conscious, sustainable and responsible early years setting**.

The role is about helping children and adults understand that **small everyday choices can make a difference**. The Sustainability Champion will help embed sustainability into our daily routines, curriculum and environment in a way that is **meaningful, age-appropriate and child-centred**.

The role will link closely with our **Environment Club**, supporting children to explore conservation, recycling, sustainability, caring for nature and the wider environment.

Our aim is not simply to teach children *about* the environment, but to nurture a generation of **conscious, caring and responsible individuals** who understand that they are part of the world around them and have a role in protecting it.

Key Responsibilities

Recycling and Waste Reduction

- Support the setting to develop and maintain effective recycling practices.
- Encourage children and staff to think about **reduce, reuse and recycle**.
- Identify opportunities to reduce unnecessary waste throughout the setting.
- Encourage the reuse of everyday materials within creative activities and continuous provision.
- Support children to understand what happens to different types of waste.
- Monitor recycling areas and help ensure materials are disposed of appropriately.
- Identify opportunities to reduce the use of single-use items.

Environment Club

The Sustainability Champion will work alongside practitioners to support our weekly **Environment Club** sessions.

This may include:

- Planning and facilitating child-centred environmental experiences.
- Exploring conservation, recycling and sustainability.
- Growing plants, flowers, fruit and vegetables.
- Supporting children to care for plants and living things.
- Exploring local wildlife and habitats.
- Creating opportunities for children to reuse and repurpose materials.
- Introducing age-appropriate discussions around climate change.
- Encouraging children to ask questions and develop their own ideas about caring for the planet.

Activities should be **hands-on, practical and led by children's curiosity and interests.**

Caring for Nature

- Encourage children to develop respect and care for living things.
- Support opportunities to observe insects, birds, plants and other wildlife.
- Help develop wildlife-friendly areas within the setting where possible.
- Encourage children to understand that humans share the environment with many other living things.
- Support children to understand how we can protect habitats and biodiversity.

Sustainable Everyday Practice

The Sustainability Champion will look for opportunities to embed environmental responsibility into everyday nursery life, including:

- Saving water.
- Turning off unnecessary lights and electrical equipment.
- Reducing paper waste.
- Reusing resources.
- Looking after equipment so it lasts longer.
- Encouraging responsible use of materials.
- Reducing unnecessary consumption.
- Considering the environmental impact when purchasing resources.

Working With Children

The Sustainability Champion will ensure that sustainability remains **child-centred rather than adult-led.**

Children should be encouraged to:

- Ask questions.
- Make choices.
- Investigate and experiment.

- Suggest ways to improve the environment.
- Take responsibility for simple environmental tasks.
- Understand that their actions have consequences.
- Work collaboratively with others.
- Develop a sense of **agency and responsibility**.

For example, rather than simply telling children “*Put this in the recycling bin,*” adults might ask:

“What do you think we could do with this before we throw it away?”

This encourages children to think, problem-solve and develop their own understanding.

Curriculum Responsibilities

The Sustainability Champion will support practitioners to identify opportunities for sustainability across the **EYFS curriculum**, including:

Understanding the World – exploring nature, habitats, recycling, materials, communities and the wider world.

Communication and Language – developing vocabulary such as *recycle, reuse, protect, environment, habitat, wildlife and conservation*.

PSED – developing responsibility, cooperation, empathy and respect.

Physical Development – gardening, planting, digging and caring for the outdoor environment.

Mathematics – sorting recyclable materials, counting resources and exploring patterns.

Expressive Arts and Design – creating artwork and resources from recycled and natural materials.

Supporting Staff

The Sustainability Champion will also encourage the whole team to take ownership of sustainability by:

- Sharing ideas and practical strategies with colleagues.
- Raising awareness of sustainable practices.
- Encouraging consistent approaches across the setting.
- Sharing useful resources and activities.
- Celebrating children's environmental achievements.
- Identifying areas where the setting could improve.

- Supporting new staff to understand Lillybrook's sustainability approach.
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Monitoring and Developing Our Practice

The Sustainability Champion will work with the manager to:

- Monitor environmental practices within the setting.
 - Identify areas for improvement.
 - Keep a simple record of sustainability projects and initiatives.
 - Celebrate progress with children, families and staff.
 - Gather children's ideas about how we can improve our environment.
 - Support the setting to develop realistic sustainability goals.
 - Review initiatives regularly to ensure they remain meaningful and achievable.
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Working With Families

Where appropriate, the Sustainability Champion will help us involve families by sharing:

- Ideas for sustainable activities at home.
- Information about recycling and reducing waste.
- Children's Environment Club projects.
- Local environmental opportunities.
- Suggestions for nature-based experiences.
- Ways families can contribute recycled or reusable materials.

The aim is to create a **shared culture of environmental responsibility between home and the setting.**

Person Specification

We are looking for someone who:

- Has a genuine interest in sustainability and the natural environment.
- Is passionate about helping young children understand the world around them.
- Is creative and enthusiastic about developing practical environmental projects.
- Can inspire children through curiosity and exploration.
- Understands the importance of child-led learning.
- Is willing to research and develop their own environmental knowledge.
- Can work collaboratively with colleagues.
- Is organised and able to take responsibility for projects.
- Is enthusiastic about reducing waste and making sustainable choices.
- Can communicate ideas effectively with children, staff and families.

A formal environmental qualification is not essential. We are looking for someone with enthusiasm, commitment and a willingness to learn and develop alongside the children.

Our Sustainability Vision

At Lillybrook, we believe sustainability is **not a single lesson or an annual event**. It is something that can become part of the way we live, learn and make decisions every day.

Our Sustainability Champion will help us turn this vision into everyday practice, ensuring children have genuine opportunities to experience, question and influence the world around them.

“We are not simply teaching children to care for the planet; we are giving them the knowledge, experiences and confidence to believe that they can make a difference.”