



Snowflake School

‘Improving the quality of family life’

Mission, Vision, Values and Strategic Priorities

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Mission

Snowflake School's mission is "To improve the lives of children and families by working with our community of staff, pupils, and families, and following our underpinning SUPER values of Safe, Understanding, Patient, Enthusiastic, Respectful in every moment of the school day,".

This is achieved by creating a positive and supportive learning environment for children with autism, where their unique needs are understood and met.

Our mission is underpinned by a commitment to safeguarding, inclusive practice, and evidence-informed education. All provision is driven by pupils' Education, Health and Care Plans (EHCPs), ensuring personalised outcomes in communication, independence, emotional regulation and preparation for adulthood in line with statutory guidance and the Independent School Standards.

Vision

By 2027 we aspire to:

- Be well known as a "Centre for Excellence" championing ABA as a pedagogy for pupils with Autism Spectrum Condition, incorporating best practices from others, and sharing what works externally
- Provide an individualised functional skills curriculum that prepares pupils for life after Snowflake School
- By teaching a blended model of individualised, paired and small group teaching that focuses on the individual needs of each pupil
- Develop an outreach model that provides training and short-term support to parents
- Develop a clear structure of progression including recognised qualifications, e.g. ABA qualifications/Qualified Teacher Status so our staff have rewarding careers
- Continue to create a supportive environment that promotes mental health and well-being for staff and pupils
- Expand work experience and community participation for all pupils to prepare them and their parents for key life transitions (priority focus on secondary and Post 16)
- Raise the profile of the school and develop links within the community, sharing good practice and learning from others
- Share the school's ABA/VB knowledge and practices with families, other schools, and the wider community
- Ensuring that all pupils reach their full potential.

- Ensure all provision is safeguarding-led, trauma-informed and aligned with Keeping Children Safe in Education (KCSIE), promoting a culture where pupils feel safe, respected and supported to regulate and learn.
- Deliver an EHCP-driven, sequenced and evidence-informed curriculum that supports Preparation for Adulthood outcomes including independence, community inclusion, employment readiness and wellbeing.
- Embed ethical, person-centred and neurodiversity-affirming ABA-informed practice focused on quality of life, autonomy, communication and functional life skills.

Values (SUPER)

Shared values guide our day-to-day actions: -

Snowflake School, a UK-based special needs school, values safety, understanding, patience, enthusiasm, and respect. These values are central to the school's mission of improving the quality of life for pupils and their families. We are committed to equality, diversity and inclusion in line with the Equality Act 2010, ensuring all pupils are supported to access education free from discrimination.

Safe:

The school aims to create a secure and comfortable environment where all individuals, including staff, pupils, and families, feel looked after. The school places safeguarding at the centre of all strategic and operational practice. We operate in full compliance with Keeping Children Safe in Education (KCSIE), Working Together to Safeguard Children, and the Independent School Standards. All staff receive regular safeguarding training and pupils are supported to feel safe, regulated and able to communicate their needs.

Understanding:

Snowflake School prioritizes meeting the diverse needs of its community, acknowledging and accepting individual differences.

Patient:

The school emphasizes taking the necessary time to meet the needs of pupils, promoting a calm and supportive learning environment.

Enthusiastic:

Snowflake School fosters a motivating and engaging learning environment where pupils are encouraged to explore and learn.

Respectful:

The school values treating everyone with dignity and respect, fostering a positive and inclusive community.

Snowflake School's vision also includes:

- Providing high-quality, individualized and group learning experiences for all pupils.

Strategic Priorities

The school received a Good Ofsted inspection in May 2023 - Our ethos is one of continued and sustained improvement and as such we will continue to focus on:

- Investing in staff, both in attracting and recruiting high quality staff, as well as providing opportunities for internal promotions, succession planning and continued professional development
- Developing provision to meet the needs of all of the pupil cohort, including exploring options for post 16
- Ensuring our curriculum is broad, balanced and adapted to meet the needs of pupils with Autism Spectrum Condition.
 - It will integrate functional academics, communication, social understanding, emotional regulation and life skills.
 - The curriculum is sequenced, personalised and evidence-informed, drawing on ABA-informed strategies, speech and language approaches, and autism best practice, while ensuring access to literacy, numeracy, PSHE, SMSC and preparation for adulthood
 - It promotes spiritual, moral, social and cultural development and fundamental British Values including democracy, the rule of law, individual liberty, mutual respect and tolerance of different faiths and beliefs, supporting pupils to be prepared for the next stage of education and adult life.
- Adapting and evolving our teaching and staffing structure model to ensure the continuation of outstanding teaching matched to pupil need
- Researching and collaborating to ensure our pupils have the best opportunities for lifelong learning and daily living skills
- Adopting best practices from others and sharing research throughout the community
- Embedding a robust safeguarding culture across the school in line with KCSIE
- Ensuring all curriculum planning is EHCP-led and outcomes-focused
- Strengthening Preparation for Adulthood pathways including independence, community participation and employability
- Embedding Positive Behaviour Support (PBS) and ethical ABA-informed approaches prioritising wellbeing and autonomy

- Promoting British Values, SMSC, equality, diversity and inclusion
- Implementing a clear assessment and progress monitoring framework
- Strengthening governance oversight and quality assurance.

Revision

Version Update	March 2026
Review due	March 2027
Reviewed By	Tara Morgan
Approved by Board of Trustees on	March 2026