



*Elmley Dray  
School*

## Sustainability Policy

We ask that everyone in our community at Elmley Dray School -

- Respect yourself
- Respect others
- Respect the environment

### Statement of Intent

Elmley Dray School recognises the responsibility and opportunity we have to support a more sustainable future. As a SEND independent school, we are committed to embedding sustainability across school life in ways that are meaningful, accessible and safe for our learners.

We are committed to:

- reducing our environmental impact
- improving climate resilience
- ensuring sustainability learning is accessible to SEND learners
- enabling pupils to develop knowledge, skills and values to support environmental responsibility

All sustainability work at Elmley Dray School places learner safety, wellbeing, sensory needs and individual needs first. Our approach aligns with school values, our School Improvement Plan (SIP) and our Climate Action Plan (CAP).

## Scope

This policy applies to:

- all staff
- learners
- visitors
- contractors
- the governing board (PAT)

It covers:

- education and curriculum
- school operations
- school environment and grounds
- community engagement and pupil voice

## Leadership and Governance

### Sustainability Leadership Structure

- **Sustainability Leads:**  
Beth Lanning and Angharad Harry  
Coordinate sustainability projects, natural world and biodiversity work, recycling systems, Eco Reps and the Eco Committee.
- **SLT Lead:**  
Emily Hollis MBE - Headteacher  
Provides senior leadership oversight, ensures strategic alignment, and leads the Climate Action Plan.
- **Link Governor:**  
Ian Wyles - Chair of Governors  
Provides governance oversight, challenge and accountability.

## Climate Action Plan

Elmley Dray School has an approved Climate Action Plan (CAP) which:

- sets out our environmental priorities
- identifies actions, timescales and responsibilities
- ensures SEND considerations are embedded
- includes monitoring and review arrangements

The CAP is reviewed termly by the Headteacher and annually by the governing board.

## Curriculum and Learning

Sustainability is embedded across curriculum areas including:

- SPHERE (PSHE, RSE, Citizenship and RE)
- Natural World
- Science
- Cross-curricular opportunities

Learning is:

- differentiated for SEND needs
- practical and experience-based where appropriate
- supported with visuals, symbols and structure where beneficial
- designed to build understanding of nature, climate responsibility and environmental care

Staff receive training to support delivery of accessible sustainability education.

## Pupil Voice

Elmley Dray School values learner voice. The Sustainability Leads coordinate:

- an Eco Committee involving pupils and staff
- Eco Reps supporting engagement across the school

The Eco Committee contributes to:

- school projects
- recycling initiatives
- natural world and biodiversity work
- raising awareness across the school community

Eco Schools principles inform our approach, although Elmley Dray School follows a bespoke SEND-appropriate model aligned with our CAP.

## Operational Commitments

Elmley Dray School is committed to:

- improving recycling in SEND-accessible ways
- supporting nature and biodiversity on site
- reducing unnecessary waste and encouraging responsible resource use
- considering sustainability in procurement where possible
- preparing for climate-related risks such as heatwaves or extreme weather

All actions are SEND-safe and risk-assessed.

## SEND First Considerations

All sustainability decisions consider:

- sensory needs
- medical needs
- temperature regulation

- safeguarding
- communication needs

Currently, the only medical equipment related consideration is a PEG feeding device charged at home, therefore no on-site medical power dependency exists at present. This will be reviewed if needs change.

## Community & Partnership

Elmley Dray School seeks positive community links where appropriate, such as:

- local environmental organisations
- community sustainability initiatives
- relevant charities and agencies

Engagement is developmental, meaningful and SEND appropriate.

## Links to Other Documents

- Climate Action Plan
- School Improvement Plan
- Health & Safety Policy
- Risk Assessment Procedures
- Curriculum Policies

## Version control - Approval and review

Version No.	Approved By	Approval Date	Main Change	Review Period
1	Hayley Furnell	September 2024	Initial policy approved	Annually
1.1	Hayley Furnell	August 2025	Annual review	Annually
2.0	Hayley Furnell	January 2026	Updated following CAP	Annually



Reviewed by Hayley Furnell, Director,  
on behalf of the Elmley Dray School

Dated: January 2026  
Next review: January 2027