

Greenshaw Learning Trust

Student Welfare Policy

September 2017

This Greenshaw Learning Trust Strategic Policy applies to the Greenshaw Learning Trust as a whole and to all the schools and service units in the Trust. The Greenshaw Learning Trust, including all the schools and services within the Trust, their Trustees, governors and staff, must abide by this GLT Student Welfare Policy.

Student welfare includes behaviour and discipline including anti-bullying, attendance, exclusion, uniform, student engagement and home/school agreements. The student welfare policies and practices of the Trust and its schools must serve the interests of all its students, and must comply with this Trust policy and with appropriate DfE legislation and guidance.

It is the responsibility of the local governing body and Headteacher of each school to ensure that their school/service and its staff adhere to this GLT Student Welfare Policy. In implementing the policy the local governing body, Headteacher and Trust staff must take account of any advice given to them by the appropriate GLT Director of Education, the Executive Headteacher and/or Board of Trustees.

This Policy is subject to the Scheme of Delegation approved for the school or service. If there is any ambiguity or conflict then the Scheme of Delegation and any specific Scheme or alteration or restriction to the Scheme approved by the Board of Trustees takes precedence.

If there is any question or doubt about the interpretation or implementation of this Policy, the appropriate GLT Director of Education or the Executive Headteacher should be consulted.

Approval and review:

This Policy is the responsibility of the GLT Director of Education (Primary) or GLT Director of Education (Secondary) as appropriate. This Policy was agreed by the Board of Trustees on: 6 September 2017.

The Greenshaw Learning Trust is a charitable company limited by guarantee registered in England & Wales, company number 7633694, registered at Greenshaw Learning Trust, Grennell Road, Sutton, Surrey, SM1 3DY.

GLT Student Welfare Policy

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1.1 Preamble

The Greenshaw Learning Trust, including all the schools and services within the trust, their governors and staff, must abide by this Trust Student Welfare Policy.

This Trust Student Welfare Policy applies to all schools and service units in the Greenshaw Learning Trust and over-rides any existing or school-approved student welfare policies where they differ.

The development and implementation of the school's student welfare policies and procedures is the responsibility of the headteacher and local governing body for each individual school. Schools should seek opportunities to agree common practice that brings benefit to individual schools, and the Trust as a whole.

1.2 Terminology:

- The Trust means the Greenshaw Learning Trust (GLT).
- School means a school or academy within the Greenshaw Learning Trust.
- Headteacher means the headteacher or principal of the academy.
- Executive Headteacher means the chief executive officer of the Greenshaw Learning Trust.
- Local governing body (LGB) means the committee of the Board of Trustees to which Trustees have delegated appropriate powers and functions for the management of the school.

1.3 Application

Pending their systematic review, the student welfare policies and procedures of the schools within the Trust remain in force, subject to this Trust Student Welfare policy, and to any conditions or restrictions placed on the delegated powers of the local governing body and/or Headteacher by the Board of Trustees.

It is the responsibility of the local governing body and Headteacher of each school to ensure that this Student Welfare Policy is adhered to by the school and the staff employed by it.

Where a school is operating under the Trust's standard/default Scheme of Delegation the policy will apply as written. If the Board of Trustees has agreed and notified the HT &/or CoG of any alteration or restriction to the Scheme of Delegation for a particular school then the terms of that alteration/restriction will override the relevant terms of this policy.

Where appropriate policies and procedures relating to governors and/or governance have been approved by the Trustees and/or by the local governing body, they override relevant references to governors within existing Student Welfare policies and procedures, subject to any specific references in this Trust Student Welfare Policy.

In implementing this policy and associated school policies and procedures the local governing body, Headteacher and school staff must take account of any advice or instruction given to them by any GLT Director of Education, the Executive Headteacher or Board of Trustees.

If there is any question about the interpretation or implementation of this policy, the GLT Executive Headteacher or appropriate GLT Director of Education should be consulted.

2 Trust School Student Welfare policies:

The Trust has a duty of care to the pupils and staff of our schools and we want all pupils to feel safe and valued as individuals.

All Trust schools must develop and implement student welfare policies and procedures that are consistent with this GLT Student Welfare Policy.

Each school's student welfare policies and procedures must ensure that all students feel safe and promote high standards of behavior so that all students can learn and develop self-confidence and pride in their own achievements and has the opportunity to fulfil their potential.

Each school's student welfare policies and procedures must include policies and procedures relating to behaviour and discipline including anti-bullying, attendance, exclusion, uniform, student engagement and home/school agreements.

All schools must publish on their school website information in relation to its behaviour policy including anti bullying.