



Athena Learning Trust

Trust-wide

Student Welfare Policy

Review

Reviewed on: 16 December 2022

Reviewed by: Board

Review Period: 3 years





This Athena Learning Trust Strategic Policy applies to the Athena Learning Trust as a whole and to all the schools and service units in the Trust. The Athena Learning Trust, including all the schools and services within the Trust, their Trustees, governors and staff, must abide by this Athena Learning Trust 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 Principal of each school to ensure that their school/service and its staff adhere to this Athena Learning Trust Student Welfare Policy. In implementing the policy the local governing body, Principal and Trust staff must take account of any advice given to them by the appropriate Athena Learning Trust Director of Education, the CEO 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 Athena Learning Trust Director of Education or the CEO should be consulted.

Approval and review:

This Policy is the responsibility of the Athena Learning Trust Director of Education.
This Policy was agreed by the Board of Trustees on:
This Policy is due for review by:

The Athena Learning Trust is a charitable company limited by guarantee registered in England & Wales, company number 08150106



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1.1 Preamble

The Athena 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 Athena Learning Trust and overrides 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 Principal 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 Athena Learning Trust (Athena Learning Trust).
- School means an academy within the Athena Learning Trust.
- Principal means the Principal or principal of the academy.
- CEO means the chief executive officer of the Athena 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 Principal by the Board of Trustees.

It is the responsibility of the local governing body and Principal of each school to ensure that this Student Welfare Policy is adhered to by the school and the staff employed by it and ensure that there is an up-to-date and relevant behaviour policy containing anti-bullying, attendance, exclusion, uniform, student engagement and home/school agreements .



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

If there is any question about the interpretation or implementation of this policy, the Athena Learning Trust CEO or appropriate Athena Learning Trust 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 Athena Learning Trust Student Welfare Policy.

Each school's student welfare policies and procedures must ensure that all students feel safe and promote high standards of behaviour so that all students can learn and develop self-confidence and pride in their own achievements and have 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.