

Athena Learning Trust

Athena-wide

Student Welfare Policy

Review

Reviewed on: 5th December 2025

Reviewed by: Education Performance Committee

Review Period: 3 years

Version: 2.0



This policy applies to Athena Learning Trust as a whole and to all the schools within Athena and the shared service. Athena Learning Trust, including all schools, trustees, governors and staff, must abide by this 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 Athena Learning Trust and its schools must serve the interests of all its students, and must comply with this policy and with appropriate DfE legislation and guidance.

It is the responsibility of the local governing body and head teacher or principal of each school to ensure that their school/service and its staff adhere to this Athena Learning Trust policy. In implementing the policy the local governing body, head teacher or principal and any shared service 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 Athena Learning Trust. If there is any ambiguity or conflict then the Scheme of Delegation 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 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: 5th December 2025

This policy is due for review by: December 2028

1.1 Preamble

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

1.2 Terminology

- School means a school within Athena Learning Trust.
- Principal means the head teacher or principal of a school.
- CEO means the chief executive officer of 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 review, the policies and procedures of schools within Athena Learning Trust remain in force, subject to this policy, and to any conditions or restrictions placed on the delegated powers of the local governing body and head teacher or principal by the board of trustees.

It is the responsibility of the local governing body and head teacher or principal of each school to ensure that this 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. In implementing this policy and associated school policies and procedures the local governing body, head teacher or principal and school staff must take account of any advice or instruction given to them by the Director of Education, the CEO or board of trustees.

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

2. Student Welfare policies:

Athena Learning 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 schools must develop and implement policies and procedures that are consistent with this Athena Learning Trust 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.