



## Recognition and Student Leadership at Neale-Wade Academy



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## Vision and Values

Our vision for Neale-Wade and our community is one of opportunity, success, confidence and pride.

Experience tells us that we are happiest when we are at our most confident. It is confidence in ourselves and others, that enables us to be proud of who we are and our community.

Being able to progress with our learning and approach the future with optimism is crucial, not only for our own wellbeing, but also ensuring we are successful in our ventures.

Confidence is learned. It is only through opportunity are we able to discover new talents, develop our interests or progress our learning. Providing a range of opportunities in and out of the classroom is fundamental to our curriculum at Neale-Wade.

Recognising our successes is how we embed and reinforce these attributes. It is only through the support and recognition from others, that we are able to have the courage and motivation to continue our development.

## Recognition

Recognising student success, leadership and community contribution is central to our ethos of developing happy and confident Neale-Wade students. We are determined to ensure that our students leave school not only outstanding academic abilities but also with the leadership qualities for a successful future.

We believe strongly that the most effective reward comes from being recognised for our achievements. Our recognition and leadership structure reflects our core aims. This brochure sets out the range of awards available and how these are linked to leadership opportunities available throughout students' career.

# The Neale-Wade Way

To enable us to access the opportunities afforded to us and to be able to foster confidence and pride in ourselves and others, we, as a school community will be:

## Ready

Ready to learn

Ready for the next phase of our lives

Ready for our next challenge / opportunity

## Respectful

Respect ourselves

Respect others

Respect our environment

## Safe

Keep ourselves safe

Ensure others are safe



## Passport to Success

One of the most important aspects of our recognition system has been designed to guide students in their school career to take opportunities and celebrate their successes. This system recognises students for their efforts to improve themselves and the school through progress in lessons and positive contributions to the community.

For each tier of the Passport to Success, students must demonstrate that they have been ready to take on new opportunities in a respectful and safe way.

There are three tiers of opportunity; Bronze, Silver and Gold. Once students have completed challenges/tasks and they have been stamped off by the relevant member of staff, they are then able to achieve the following awards:

**Bronze - 15 stamped off**

**Silver - 30 stamped off**

**Gold - 50 stamped off**



Once a student has been awarded their Gold Award they can be considered for a Prefect role.

We will also be celebrating those students' that choose to complete all of the tasks within a specific strand. They will then be identified as a strand champion, for example "opportunity champion". These students will then be able to take on a leadership role and guide their peers into being successful within their strand.

(Writing will say: Opportunity Champion, Success Champion, Pride Champion or Confidence Champion).



## Praise Points

The Praise points awarded to students by staff are the basic unit of recognition. Students can accrue points in and out of lessons.

These are awarded for positive contributions to the community, excelling in their learning, taking pride in their work, supporting others in their success, as well as a range of other criteria.

## Faculty Awards

Each Faculty and department have clearly set out criteria for the awarding of Bronze, Silver and Gold Academic Awards.

Each level ensures students show progression in their learning and celebrates a substantial contribution in that subject area.



## Competitive Sport Awards

The PE department each year recognise sporting success and students are able to gain sporting awards in each sport for representing the academy against other schools.

We have sport specific awards:

Netballer of the Year

Footballer of the Year

Rugby Player of the Year

Badminton Player of the Year

Dancer of the Year

Hockey Player of the Year

Cricketer of the Year



As well as additional awards:

Leader of the Year

Effort of the Year

Most Improved

Overall Athlete

Team of the Year



Students receive trophies (returned at the end of the year), pin badges and certificates.

## Principal Award / Substantial Achievement

Students that go above and beyond, consistently perform at a high standard or have made a significant contribution to the community, will be awarded the Principal Award.

This award may be nominated by staff within the school community or from our community outside of school.

## What is student leadership?

Student leadership will be seen in several different aspects of school life. The appointment of the Senior Prefects from the Sixth Form will oversee all of the student leaders. This is seen as a prestigious role and the appointed students will represent the school at the highest level. The Senior Prefects will meet regularly with the Senior Staff Leader in charge of student leadership to discuss issues raised by the student council.

The student leadership teams will have the opportunity to display the key attributes of any leader:

- Communication
- Role model
- Responsibility
- Problem solving

The senior prefects will oversee all Student Leadership in the school. The Sixth Form Leaders will take responsibility for each aspect of leadership identified.

The Sixth Form Team will lead on the Student Council. Each area will be represented and an agenda will be set.

We want to give students the opportunity to take responsibility, build resilience and to contribute to the school and wider community. They will be able to model the skills and attributes required to work at the highest level. It will also widen their horizons and allow them to develop their CV.

### **What does it look like?** (See Figure 1)

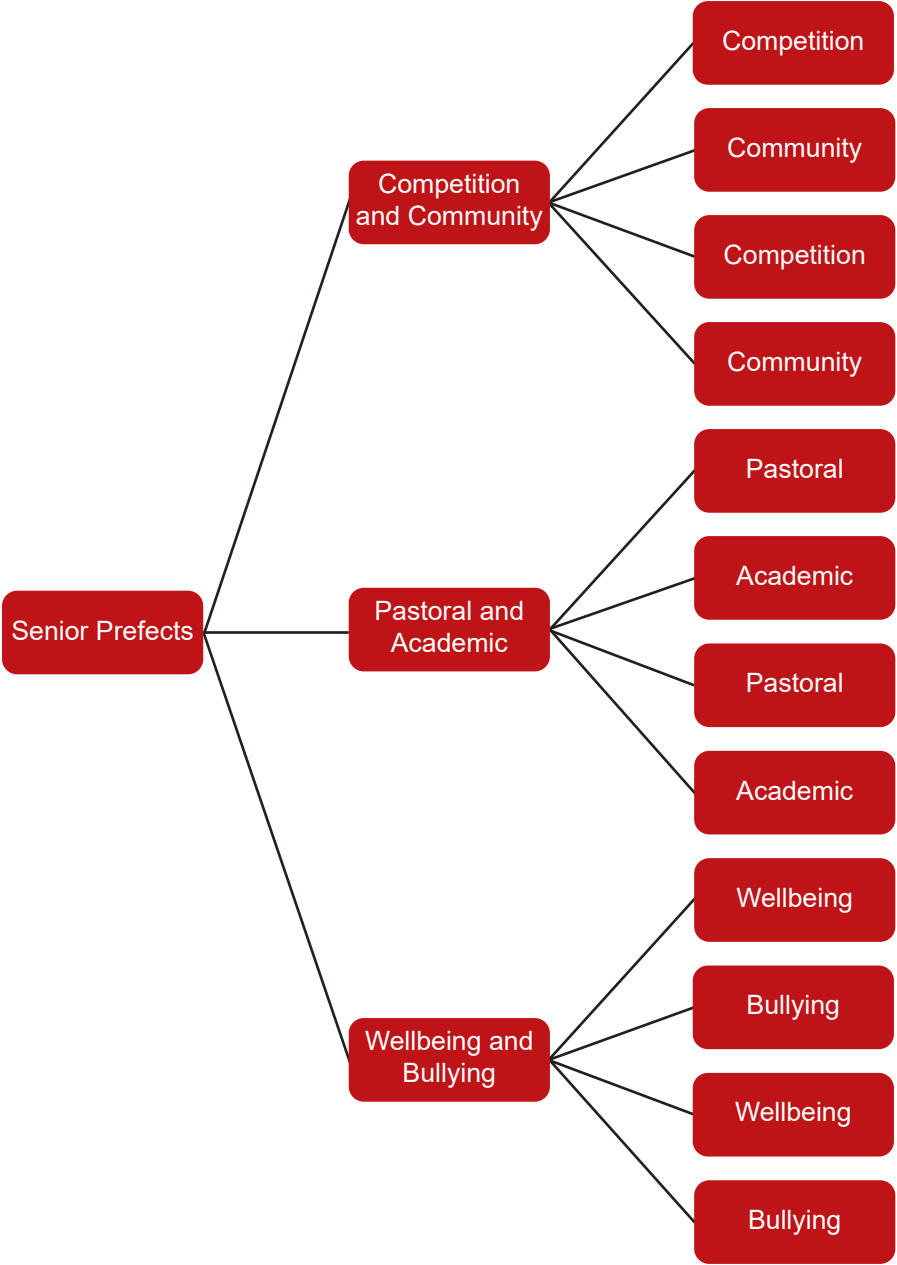
As previously stated

There will be representation in 6 key aspects of school life:

- Competition
- Academic
- Pastoral
- Wellbeing
- Community
- Bullying



**Figure 1 Student Leadership**



## Who is involved?

Students from Years 10-13 will have an opportunity to contribute to these areas in several ways. The aim is for each Leader to lead a team of students.

### Impact

Several key criteria will be looked to judge the impact of Student Leadership:

- Attendance
- Behaviour statistics
- Progress of intervention groups
- Student Voice

## Line management/responsibilities

It will be the responsibility of the Senior Sixth Form Team to ensure agreed duties and responsibilities are carried out. These powers will be devolved to the ascribed leaders in each area.

Mentors and those working with individuals or small groups will have a 'Leadership Passport'. This will be monitored and signed by the Senior Sixth Form Team Leaders.



# Job specifications

## Senior prefects

### Lead and organise the Student Council (all)

- Meet with Headteacher and Assistant Principal prior to meetings to determine agenda items (liaise with Heads PA).
- Liaise with SC members and write agenda
- Report back to the Assistant Principal after a meeting.
- Inform the School Council about the school's response to meetings.
- Ensure that the messages get back to all tutor groups and are displayed within the school
- Responsible to the Assistant Principal for student leadership.



### Lead and manage the Student Leadership team

- Meet weekly with Year 12 and 13 Student Leadership team to monitor progress of events.
- Meet with Assistant Headteacher (Sixth Form) to feedback about the Student Leadership team.
- Set up and manage a social media page to enable smooth communication back to the students.
- Responsible to Assistant Headteacher Sixth Form.

### Presenting to parents and students during various evenings/events (all)

- Year 6 and Sixth Form transition evening.
- Year 12 Information evening.
- Responsible to Assistant Headteacher Sixth Form.

### Promoting the work of the Student leadership team (all)

- Feedback to SLT every half term to update on the progress made.
- Feedback to Governors when required.
- Leading assemblies throughout the year.

### **Promoting Neale-Wade to the wider community (All + community Leader)**

- Ensure that student leaders attend all Parents' evenings.
- Visit local partner primary schools and talk to prospective parents.
- Responsible to Headteacher.

### **Promoting the Sixth Form to both year 10 and 11**

- Talk to year 11 in September and October before the option process begins.
- Invite year 11 students to the Sixth Form to discuss the benefits of the sixth form.
- Talk to year 10 students in June, both during the Careers week.
- Responsible to Assistant Headteacher Sixth Form.



## Student Council

The Student Council is made up of a range of students from across all year groups and is led by the Senior Prefect Team. The council meet every month to discuss issues and concerns raised by either the student body or the Senior Leadership Team. In the past this has included uniform, tutor time and charity events.

### **How does the council work?**

1. Senior prefect team meet with the Assistant Principal to set the council agenda.
2. Area leaders (pastoral, academic, community and sporting) – a time and venue are determined, and students from the lower school are informed. External speakers are invited to talk to students.
3. Students meet to discuss issues and concerns set in the agenda. Senior prefect team will meet with small groups to start with, and then they will come together as a full council.
4. Minutes will be taken and these will be shared with the Head Teacher.
5. Senior prefect team will meet with the Head Teacher to discuss the minutes, and the Head Teacher responds.
6. Head Teacher's response is shared with Student Council members and then disseminated to the rest of the school.
7. Feedback to Governors, contribute to Governor's report.

# Academic Leaders

*The aim of academic leadership is to support students in their curriculum. Student leadership should encourage positive attitudes to learning and support younger students in their development.*



## **Academic leaders will do this by:**

- Co-ordinating academic mentors to support identified students.
- Liaising with HoDs and HoYs to identify students.
- Liaising with HoDs to identify specific assessment need.
- Supporting students in tutor time / identified leadership time.
- Monitoring leadership passports.

## **Projects**

- Maths and English academic intervention.
- Working with the most able.
- Tutor time academic monitoring.
- Paired Reading.
- Discussion with staff around the recognition boards.
- Helping promote the students work around the school.

Lead by the academic leader and over seen by a senior prefect this group will work on a number of different projects listed above. They will be responsible for the identification of the students and then ensuring that students are being met by their mentors. In year 1 we will look at a small number of projects and expand as they become established.

# Competition leaders

*The aim of sports leadership is to support the participation, coordination and marketing of School sporting events.*



## **Sports leaders will do this by:**

- Liaising with Head of PE and other HoDs to support planning and marketing of sporting events.
- Representing the school in external sporting events.
- Support the marketing and organisation of clubs to secure higher participation rates.
- Assist in the running and recording of sporting clubs.

## **Projects**

- Active in mind focus group
- Interform sports events
- Assemblies
- Sports Day
- Transition festival

Lead by the sporting leader and over seen by either the head boy or head girl, this group will work on a number of different projects listed above. They will be responsible for the running and organisation of different sporting events within the academy. They will work closely with the designated person within the PE department on the organisation and promotion of these events.

# Community Leader

*The aim of the community leadership is to represent the school in the local area and wider school life.*

*Community leaders will raise awareness and support initiatives that enhance our community, ethos and vision of the school.*



## **Community leaders will do this by:**

- Map the enrichment, clubs and support groups that are representing in school.
- Marketing these opportunities to the wider community.
- Leading on charitable work in school.

## **Projects**

- Clubs and enrichment opportunities
- Assemblies
- Charity work throughout the year
- Primary school visits

Lead by the community leader and over seen by either the head boy or head girl, this group will work on a number of different projects listed above. They will be responsible for the charity work within the academy, leading on assemblies highlighted in the school calendar. Helping with the transition from primary schools to Neale-Wade.



## Pastoral Leader

*The aim of pastoral leadership is to enhance the pastoral care, well-being and tutoring of students. Pastoral leaders will lead and develop initiatives to support all students across all Year groups.*



### **Pastoral leaders will do this by:**

- Liaising with HoY and pastoral team to identify students who need support.
- Raising the profile of active support groups through assemblies and other marketing opportunities.
- Working with external agencies to implement new strategies.
- Contributing to tutor activities where appropriate.

### **Projects**

- Young carers
- Peer mentoring
- Tutor group support
- Student voice

Lead by the pastoral leader and over seen by either the head boy or head girl, this group will work on a number of different projects listed above. They will be responsible for the running and organisation of different pastoral events within the academy. Working with the antibullying mentors and offering tutor group support.

## Wellbeing Leaders

*The aim of the wellbeing group is to help promote a positive wellbeing around the school. This will be working with staff in student welfare to help promote projects around the school to improve the wellbeing of students at the school.*

### **Wellbeing leaders will do this by:**

- Working with Mrs Hitch to lead wellbeing products across the school.
- Raise the profile of the wellbeing across the school through assemblies and work with tutor groups.
- Working with external agencies to implement new strategies.
- Contributing to tutor activities where appropriate.

### **Projects:**

- Peer mentoring
- Helping gain the wellbeing award with HH.



# Anti-bullying leaders

*The aim of the antibullying group is to help work with students to identify and address bullying if or when it occurs. They will work with the Assistant Principal and Safeguarding lead to educate students on bullying and help them if they are having issues.*



## Antibullying leaders will do this by:

- Working with Mr Crawley to promote antibullying across the school.
- Raise the profile of the antibullying across the school through assemblies and work with tutor groups.
- Working with external agencies to implement new strategies.
- Contributing to tutor activities where appropriate.

## Projects:

- Antibullying charter
- Delivery of assemblies
- Work on gaining the antibullying award
- Organising a robust way for students to report bullying.



# JOB DESCRIPTION FOR PREFECT– Year 11

## Purpose

To represent Neale-Wade Academy in key decisions, developments, and events.

## Main Duties

To work closely alongside the senior prefects in the following ways:

- To represent the Academy and student body at a variety of public functions during the year, such as awards evenings. To assist at parents' evenings, directing parents where necessary and helping to serve tea and coffee to staff.
- You will be a Leader of Learning. This means that you will be able to influence the quality of teaching and learning at Neale-Wade.
- To be internal and external ambassador for the Academy and to act as role model for all students at Neale Wade Academy.
- To be a positive role model and set a good example to all younger pupils.
- To have impeccable dress code.
- To wear your lanyard and tie every day so that younger pupils can identify you.
- To help in subject areas, for example, sports matches for the PE department or practical lessons in Technology.
- To assist in the library when required.
- To assist with careers days when required.

## Personal qualities and skills

- Be confident, comfortable and appropriate in talking to staff, governors, parents, visitors, press and all students.
- Be able to win the confidence and trust of staff, governors, parents, visitors, press and all students.
- Good organisational, time management and communication skills.
- Mature, clear and thoughtful outlook.
- Leadership skills
- Team working skills

## Eligibility

All current Year 10 students are eligible to apply

# Prefect Application Form 2021

**Name:**

**Form:**

Why have you put yourself forward for the post of Prefect?

What personal qualities do you feel you would bring to the post of Prefect?

What experiences have you gained (both in and out of school) that have prepared you for the post?

If you were to be given the role of Prefect, which specific duties would you be able to offer? (e.g. helping with sport fixtures, helping in the Library, etc.)

If you feel there is any other information that would support your application, please continue on another sheet.

**Please hand your completed application to Mr Woollard by 12 noon on 23<sup>rd</sup> June 2021**

Signed:            Student \_\_\_\_\_

                         Parent \_\_\_\_\_

                         Date \_\_\_\_\_

## Application – Sixth Form

*If you wish to apply to be a Sixth Form Prefect, you must provide the following:*

The completed nomination form signed by two members of staff and two students.

A formal letter of application addressed to the Head of Sixth Form, explaining why you believe you will make a good Sixth Form Prefect. Please refer closely to the job description, give specific examples to illustrate the points you make and limit yourself to one side of A4.

In your letter of application please address the following:

- How you will support the goals and ethos of the Academy.
- The specific contributions you will make to the life of the Academy.
- Your personal qualities.
- Your style of leadership.
- How you will promote yourself as a positive role model for peers and younger students.
- How you will raise ideas and go about carrying them out.

Applicants who have been successful at the shortlisting stage will be invited for interview.



## NOMINATION FORM

**Candidate Name:** .....

**Form:** .....

This student is intending to apply for the post Prefect. This is an important role at Neale-Wade Academy. Please sign below if you would like to endorse their nomination.

Please list from 1-4 in terms of preference of which prefect group you would like to join (1- first choice and 4- last choice) We will try and match you to your preferred option but this may not always be possible

### **Academic**

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- Co-ordinating academic mentors to support identified students.
- Liaising with HoDs and HoYs to identify students
- Liaising with HoDs to identify specific assessment need.
- Supporting students in tutor time / identified leadership time.
- Monitoring leadership passports

### **Sport Leader**

*The aim of sports leadership is to support the participation, coordination and marketing of School sporting events.*

- Liaising with Head of PE and other HoDs to support planning and marketing of sporting events.
- Representing the school in external sporting events.
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### **Pastoral Leader**

*The aim of pastoral leadership is to enhance the pastoral care, well-being and tutoring of students. Pastoral leaders will lead and develop initiatives to support all students across all Year groups.*

Pastoral leaders will do this by:

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- Contributing to tutor activities where appropriate.

### **Community Leader**

*The aim of the community leadership is to represent the school in the local area and wider school life. Community leaders will raise awareness and support initiatives that enhance our community, ethos and vision of the school.*

- Map the enrichment, clubs and support groups that are representing in school.
- Marketing these opportunities to the wider community.
- Leading on charitable work in school

1<sup>st</sup> Choice \_\_\_\_\_

2<sup>nd</sup> Choice \_\_\_\_\_

3<sup>rd</sup> Choice \_\_\_\_\_

4<sup>th</sup> Choice \_\_\_\_\_

**Teacher 1**

Print Name: .....

Signature: .....

**Teacher 1**

Print Name: .....

Signature: .....

**Student 1**

Print Name: .....

Signature: .....

**Student 1**

Print Name: .....

Signature: .....