



theHammond

STUDENT LEADERSHIP POLICY

2023 - 24

THE HAMMOND SCHOOL LTD., MANNINGS LANE, CHESTER, CH2 4ES

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The Hammond School Limited is registered in England and Wales Number 838325. Registered office is above. Charity Number 1022427 incorporating the Betty Hassall Foundation. The school is accredited by the I.S.A and C.D.E.T. and is a member of the B.S.A and I.S.I.

General Principles:

One of the fundamental aims of The Hammond is to ensure that all young people are enabled to make the most of the opportunities offered. We also aim to ensure that Student Leadership opportunities are available to all students equally, with no bias or discrimination. In order to achieve this, staff and Directors seek to provide a holistic educational experience through the formal timetable and a range of other activities and opportunities available to students during their school career.

The Hammond believes that a key element in this process is the development of opportunities through which students can gain leadership skills by taking on roles of responsibility and by planning, managing and delivering their own projects.

Aims:

The Hammond therefore aims to develop, support and resource opportunities through which students can:

- Play an active role in supporting the established values, practices and standards of the school.
- Develop, manage and deliver projects of their own design.
- Support the School and wider community.
- Contribute to and improve the on-going educational experience of Hammond students.
- Provide an authentic 'student voice' amongst staff, parents and Directors.
- Develop their own skills and attributes in preparation for further education and/or employment.

Student Leadership in Action:

The United Nations Convention of the Rights of the Child states that children and young people *“have the right to express an opinion and to have that opinion taken into account in any matter that affects them”*. This was adopted by the UK and emphasised by the 2004 DfES paper – ‘Working Together: Giving Children & Young People a Say’ - and the Children’s Act which imposed a duty on local authorities to produce a single Children’s & Young People’s Plan. The Hammond is therefore committed to supporting structures to enable students to be consulted regarding school matters which impact upon them. This commitment is currently met through a number of systems and structures:

- The support and development of The Hammond Parliament (student council).
- Hammond student leaders have increasingly become a focal point for student leadership and these opportunities have been enhanced through the development of committee meetings.
- Student Working Parties and integration into SLT meetings.
- Student leaders are asked to create leadership development plans with KPIs and are asked to consult in order to drive objectives forwards.
- Student leaders are encouraged to undertake online training during the summer months to prepare them for their leadership role.
- Student leaders take part in leadership training at the beginning of the academic year, designed to nurture skills and attributes.
- Student leaders participate in group and bespoke leadership training, supported by the leadership team.

Structure:

- The Hammond Parliament comprises college students and school students, supported and nurtured by the Principal and other members of staff.
- A President, and Vice Presidents are voted for in the college and in the school. This process occurs annually. Those interested in participating the Hammond Parliament are asked to submit letters of interest, followed by a meeting with the principal.
- Each member of the student leadership team takes their place in The Hammond Parliament; this meets termly, preceded by subcommittee meetings. Some members are given the titles of Secretary (of an area) and are responsible for leading this area and leading the team of area ministers.
- Student leaders are encouraged to include other students in the subcommittees, which feed information into the parliament.
- Student leaders are assigned to year groups to ensure full inclusion.
- Student leaders are timetabled in to lead assemblies, PSHE events, and other school events that are applicable to their area of leadership.
- Student leaders work in groups to enable effective teamwork and collaboration.
- The President(s) chair the parliament and are responsible for feeding information to the School Leadership team through calendared meetings.

Areas of leadership (please note these may change due to student demand):

Performance Curriculum Leader
Academic Curriculum Leader
Outreach and Community Leader
Physical Health Leader
Emotional Health Leader
Diversity Leader
Equality Leader
Wellbeing Leader
Charity Leader
Transition and Integration Leader
Independent Living (and Boarding) Leader

Subcommittees:

In order to develop student ability to chair meetings, subcommittees will take place throughout each term. Subcommittees will comprise:

Physical Health, Emotional Health, and Wellbeing
Diversity and Equality
Performance Curriculum and Academic Curriculum
Charity and Outreach and Community
Transition and Integration and Independent Living (Boarding)

Timelines:

Subcommittees should meet no less than twice a half-term.

Parliament should meet no less than twice a term.

Senior Student Leaders should meet the School Leadership Team once a term.

Student leaders may be asked (or may request to join) other school and Board meetings as required.

Policy Details

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