



Firbeck Academy



PUPIL VOICE ENGAGEMENT STRATEGY

Firbeck Academy

Approved by:	TILT	Date: January 2022
Last reviewed on:	January 2022	
Next review due by:	January 2025	

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STRATEGIC CONTEXT

Nova Education Trust's Strategic plan focuses on our people (pupils, staff and parents) being at the heart of our vision and critical to our long-term success – our schools belong to their communities.

This strategy seeks to provide a framework, guidance and activities which will promote, support and improve pupil voice engagement.

TRUST ANNUAL STAKEHOLDER VOICE SURVEYS

Nova Education Trust has commissioned Edurio as our strategic partner for the collection of pupil voice surveys. The Edurio surveys and platform have been specifically developed for schools and Trusts, and have been designed in partnership with researchers and front-line practitioners. The Edurio survey platform enables simple and powerful analysis of the out-turn data, with a user-friendly front-end, that provides easy to produce executive summaries, as well as the opportunity for 'deep dives' into specific areas of interest. The data from the annual pupil voice survey will be used by Firbeck Academy to inform the approach of the Pupil Voice Engagement Plan and to measure pupil voice engagement alongside the other activities set out in the section '**MEASURING PUPIL VOICE ENGAGEMENT**'.

PURPOSE

This strategy is primarily focused on our pupils but will, in turn, have a positive impact on the experiences of parents/carers, other external stakeholders and their interactions with our staff.

The aim of this strategy is to promote Firbeck Academy's intention to actively promote, support and improve pupil voice engagement and ultimately, the wellbeing of the young people in our community. It is our aim to put pupil voice at the heart of everything that we do.

Firbeck Academy places a high value on empowering pupil voice through mechanisms that seek to improve wider pupil experience, embracing the non-academic student experience and the provision of services and facilities on offer. Firbeck Academy will actively promote, support and use pupil representation at all levels of decision making – thereby ensuring pupils voices are heard, affect outcomes and bring about change.

This strategy underpins a culture that aims to ensure that all pupils can achieve their goals and reach their full potential and that fundamental values are at the forefront of school actions.

Pupil voice will be used to develop and shape the:

- Curriculum;
- Learning to learn;
- Workforce development;
- Assessment;
- Learning establishment organisation and design;
- New technologies;
- Pupil voice platforms;
- Advice and guidance;
- Mentoring;

- Learning environment.

Trust Objectives

1. Embed a culture of openness, respect, honesty and dignity at work for all members of the trust family;
2. Promote opportunities for members of the trust community to work in partnership and improve staff and student wellbeing;
3. Increase communication across layers of the organisation and promote two-way communication ensuring feedback is effectively monitored and acted upon;

Implementation

The strategy will be delivered through:

- Designated time and space to consult with pupils
- Pupils responses to surveys;
- School Council discussions;
- Pupil governors – pupils elected to represent pupil interests at governor meetings;
- Pupils as course representatives – pupils offering feedback on curriculum and other issues such as diversity and equality;
- Pupils on staff appointment panels;
- Keeping pupils engaged and informed on progress via:
 - Assemblies;
 - Websites;
 - Notice boards;
 - Meetings and forums;
 - Pupil newsletters.
- Providing additional learning opportunities, tools and experiences:
 - Becoming school librarians.
 - Enterprise opportunities such as Y6 Leavers' Event.
 - Making links with the local community such as with nurseries.
 - Building an online presence on social media.

Underpinning Structures

The strategy will be supported by:

- Effective leadership – senior managers leading by example and encouraging a sense of community among all stakeholders;
- Delivering a training programme for staff to support the promotion of pupil voice engagement at all levels, be they educational or experiential;
- Appointing a Pupil Voice Engagement Lead to act as local champion in promoting and championing this strategy;
- Holding regular pupil voice engagement forums to engage, consult and communicate with pupils;
- Ensuring pupil voice engagement is prioritised in the planning, implementation and review of services, strategy and policy;
- Develop mechanisms to review pupil responses and trends across years and share these with pupils;
- Ensure that pupil feedback is regularly gathered through less formal means, acted upon and engaged with;
- Embedding the trust values and supporting behaviours at all levels.

Measuring Pupil Voice Engagement

The success of the strategy will be measured through:

- Increased pupil response/satisfaction rates on stakeholder annual surveys;
- Ad hoc tailored 'school driven pulse' surveys;
- Reduction in behaviour issues across all groups of pupils;
- Increased attendance across all groups of pupils;
- Increased pupil motivation, progression and success;
- Greater pupil participation;
- Greater improvement and participation from under-represented groups.

Expected Outcomes

Firbeck Adademy, as part of Nova Education Trust, will nurture a culture where pupils have a voice in determining the services and opportunities that are provided for them. This in turn will help meet our organisation's aims of being a progressive organisation where pupils and staff thrive.

Pupil voice will be used by Firbeck Academy to empower its pupils by providing appropriate ways of listening to their concerns, interests and needs in order to develop educational experiences better suited to them. The voice of our pupils will be listened to and engaged with in collaborative partnership. Pupils at Firbeck Academy will be kept informed as to how decisions are taken and different processes involved to bring about change. Enhanced pupil voice engagement may well result in raising standards and increasing attainment but Firbeck Academy's key focus is on improving personal and social development and encouraging the active membership of pupils within our learning community.

Monitoring and Review

The Head of School will have responsibility for monitoring the implementation of this strategy and its associated action plan.

Progress reports and papers will be presented to the Firbeck Academy Governing Board on a termly basis.

Firbeck Academy Pupil Voice Engagement Action Plan 2022 – 2023

Theme 1: Learning and Curriculum				
Key Issues Identified:				
<ul style="list-style-type: none"> • How often do pupils find school difficult 3.1 • How often do pupils read outside of lessons 3.3 				
GOALS	ACTIONS	TEAM RESPONSIBLE	TARGET COMPLETION DATE	PROGRESS
Ensure all teachers provide challenge in all lessons	<p>Include criteria in QA feedback sheet so all QA exercises include challenge</p> <p>Include in staff training and expectations input during Aug INSET</p> <p>Include in CPDL next year</p>	SLT	By September 2023	Monitor QA
Raise profile of reading and promote reading for pleasure	<p>Re-implement half termly trips to the local library for all classes</p> <p>Open library to chn and parents after school</p> <p>Continue 'Book Box' initiative (free library service in school)</p> <p>Launch 'Free Book a Month for all Nursery Chn for a year'</p>	SLT CM	By September 2023	Monitor QA

	Invest in a wide range of good quality text types Launch Reading Leaders within school			
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Theme 2: Health and Wellbeing

Key Issues Identified:

- How well have pupils slept last night 3.6
- How often do pupils feel worried 3.1
- How often do pupils feel lonely 3.7
- If someone has hurt you 2.5

GOALS	ACTIONS	TEAM RESPONSIBLE	TARGET COMPLETION DATE	PROGRESS
Promote healthy sleeping habits at home	Teach chn importance and benefits of sleep Send information home about importance and benefits of sleep, and impact of poor sleep on chn	Teachers HT	By Autumn 1	Pupil Voice
Make chn feel that they don't have anything to worry about	All teachers to deliver PSHE circle time about who chn can talk to if they are worried, what to do if they feel worried etc Include who chn can go to if they want to talk Reassure chn by listening to them and identifying	Teachers Teachers	By Autumn 2 and ongoing By Autumn 2 and ongoing Ongoing	Pupil voice

	and helping them when they feel down Link this to whole school assemblies	SLT	By September 2022	
Make chn feel that they are not alone	<i>See above re: who chn can talk to</i> Launch School Leaders: Buddies Teachers to reassure chn are not alone during class circle time Link this to whole-school assemblies	KB Teachers SC KB	By Autumn 1 By September 2022 By September 2022	Pupil Voice
Ensure chn do not hurt their peers	Relaunch Behaviour Policy to all chn in September 2022 Refine Behaviour Policy Continue Personal Development work on respect and being kind.	SC KB All staff	By Autumn 1	Pupil Voice