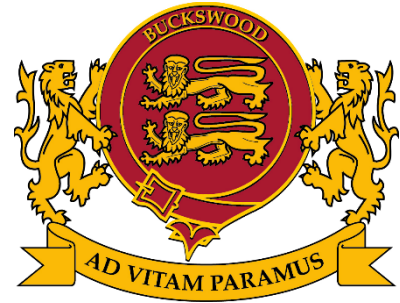


# POLICY STATEMENT



Policy	Student Leadership Policy
OFSTED Standard No	
Date Written	3 <sup>rd</sup> August 2017
Written by	G Sutton / K Samson
Approved by	G Sutton
Date of Approval	3 <sup>rd</sup> August 2017
Next major review date	1 <sup>st</sup> August 2025
Location and disseminations	A copy of the policy can be found, in the school admin office and on the school website.
The context of the policy and its relationship to other policies	This policy should be considered in conjunction with other written policies on behaviour, health and safety, medicines, school visits, child protection and safeguarding.

## CONGRATULATIONS!

If you are reading this it is because you have been selected to be a member of the Student Leadership Team.

Being given the title and position of a Student Leader is an honour and a privilege and we hope that you will look back on your time in this role with a sense of pride, particularly in future years when you move on to university and further afield.

As a Student Leader a weight of responsibility rests on your shoulders. Staff will ask you to take on extra duties in addition to your normal studies and extracurricular activities and expect you to behave in an exemplary manner at all times, setting the standard by which the other students measure themselves. You will play a crucial role in ensuring that the ethos of the school carries across to all areas of school life.

The students will look up to you and will follow your example therefore it is

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imperative that you set a good example. Your actions, and the way you conduct yourself, are especially important and will have a big impact on life at School. You will need to treat all students equally and fairly and work to ensure that the students you represent are cared for and supported. At times they will need you to listen to them and they will need your help and advice to work through their problems. There may be new students who feel a bit homesick and it is your responsibility to make these students feel welcome and included in aspects of school life.

In essence, being a Student Leader is not about you - it is about the students you represent.

In performing your duties as Student Leader, you will be expected to:

- Observe the school rules at all times
- Be dressed appropriately at all times
- Maintain an excellent attendance record
- Be punctual for your duties
- Be positive and enthusiastic
- Be able to encourage and motivate fellow students
- Be cooperative, helpful, well-mannered, trustworthy, and responsible
- Be respectful toward teachers, your peers, and the school environment
- Display leadership qualities: confidence, initiative, problem solving skills
- Be willing to take on extra responsibility
- Be able to work independently and complete tasks without supervision
- Maintain a good academic record
- Be a good ambassador for the school

## **Student Leadership Job Descriptions**

<b>Post</b>	<b>Job Description</b>
Head of School	<ul style="list-style-type: none"><li>• Lead the prefect team at Assembly, ensuring that the students are dressed correctly and on time.</li><li>• Prepare red card detention rotas and make sure that they are carried out</li><li>• Open Days &amp; events. Be prepared for special duties, including speeches</li><li>• Find out and understand the problems and views of the school and represent them to the Co-Principals or School direct.</li><li>• Hold regular Prefects' Meetings</li></ul>

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Senior Prefects	<ul style="list-style-type: none"> <li>• Uphold the honours and traditions of the school</li> <li>• Assist with House meetings</li> <li>• Ensure that duties are carried out when your house is 'on duty'</li> <li>• Support and encourage participation in inter-house events and activities, ensuring that your house is represented at any event.</li> <li>• Actively contribute to the extra-curricular activities</li> <li>• Assist with any school tours and open mornings</li> <li>• Assist the School Director with Saturday morning break supervision and clean up</li> <li>• Meet regularly with the principal to raise any concerns and update on house events/activities</li> <li>• Assist all students in ensuring that behavior is appropriate and that every member of the school feels valued</li> </ul>
House Captain	<p>The key role of the House Captain is to lead the House by example and enthusiasm and so to encourage the development of 'esprit de corps' with the support of his or her Residential Tutor. You assist the Residential Tutor by keeping a watchful eye on pupils and helping them to gain confidence and enjoyment through participation in boarding activities &amp; school life.</p> <p><b>House Meetings</b></p> <ul style="list-style-type: none"> <li>• The House Captain should meet their Residential Tutor at a designated time each week, in which there is either a House Meeting or an Inter-House Event</li> <li>• The House Captain should attend all House Meetings and in exceptional circumstances, where they cannot attend, must tell the Residential Tutor in good time</li> </ul> <p><b>Inter – House Events</b></p> <ul style="list-style-type: none"> <li>• The House Captain should produce team sheets, timetables and rehearsal schedules as appropriate in coordination with their House Representatives for that discipline.</li> <li>• They should encourage the participation of as many House members as possible across all age ranges</li> <li>• Team lists need to be displayed on the House Notice Board and a copy should be given to the Residential Tutor</li> <li>• In the week of the event the House Captain should check that all involved are aware of their commitment and make another check on the day of the event and find substitute team members if necessary.</li> </ul> <p><b>House Boards</b></p> <ul style="list-style-type: none"> <li>• The House Captain should ensure that the House Board is attractive and has at least a list of House members and details of forthcoming events and teams</li> <li>• They may delegate responsibility for the Board to different students, but must oversee what they do</li> </ul>

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Junior Prefects	<p>The key role of the junior prefect is to lead the junior school by example and enthusiasm and so to encourage the development of school spirit within the Junior School. They assist during lunchtime with maintaining order in the dining room and during lunchtime registration. Junior prefects are expected to assist at Open Days and events. Junior prefects assist UK admissions with ensuring that any taster day students are made to feel welcome and are looked after during their stay at Buckswood.</p>
School Sports Captain	<ul style="list-style-type: none"> <li>• Responsible for ensuring that inter-house sporting competitions take place</li> <li>• Responsible for communicating matters from the sports department to relevant student athletes</li> </ul> <p>Responsible for organizing weekly match reports to be read during assembly.</p>
Pillar Ambassadors	<p>Pillar ambassadors are exactly as the name implies – they are ambassadors of their pillar within school! They are expected to uphold the school traditions with a focus on one of the twelve pillars and make sure that new students understand them, the reasons behind them and help them to integrate into the Buckswood family. As ambassadors of a particular pillar they will be asked to organise events to raise the profile of their pillar within school and in the wider community and allow more people to develop their engagement with the Buckswood ethos.</p>
Student Council (Student Xchange)	<p>If you want to be directly involved in helping the school improve then this is for you! The student council meets once every half of term (6 meetings per year) and discusses issues that are on the minds of students. It provides a direct student voice to the school director and the school leadership and enables you to learn the art of diplomacy and how to enact change from within an organisation.</p>
House representative	<p>Do you want to take the lead in your House on sports? On drama? On art? Do you want to help your House with fundraising or charity work? House representatives work with their Senior Prefect to ensure that their House is represented across the school.</p>
XII Club	<p>The XII Club is made up of former prefects and student leaders. They work with the School Director and the School Leadership to ensure that traditions are upheld and that the school's social calendar functions as expected. They organise the 'events' and get students involved as well as provide counsel to the leaders who have come after them. The XII Club will hold an election to ensure that they have a leader and this leader will ensure that they are effective and that the school is engaged in social events.</p>

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Debating Society	As is often said at Buckswood 'I have no enemies but deal in dialogue'. That of course means we want to resolve disputes through talking and place debating at the heart of the school. If you are interested in joining the debating society (or even leading it) as you feel that one day you might need to develop your skills of negotiation or diplomacy, then this is something for you!
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## Requirements

### Applications

Students apply for consideration as a student leader during the Summer term. To apply students must provide a copy of their curriculum vitae (CV) along with a cover letter and their thoughts on 'leadership'.

### Interviews

Applicants are then interviewed by members of the Senior Management Team.

### Appointments

Following the conclusion of interviews, the Senior Management Team discuss the candidates and decide upon whom to appoint. Candidates are then informed as to whether or not they were successful. The appointments are then announced to the school.

### Qualifications and experience

- Academic record should be above average
- Behavioural record must be exemplary, including attendance record

### Personal skills and aptitudes

- Self-confident: be bold and assertive
- Ability to speak in public, to students and adults
- Team working skills
- Be organised and resourceful
- Be polite, honest, reliable, punctual and hardworking
- Prefects are not permitted to smoke (not even if they are over 18 years old)
- The level of commitment required to manage personal duties & academic development, leaves little opportunity for socialising.

### Accountability

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- Student leaders are ultimately responsible to the Principal
- On a day to day basis student leaders are responsible to the individual member of staff running the activity or duty

**Responsibilities**

- Student leaders must adhere to School rules and regulations at all times
- The main duty of student leaders is to maintain an atmosphere of friendly cooperation, discipline and unity in the school
- They should serve as role models to other students
- Student leaders must liaise and collaborate with each other, as a team, to ensure efficiency and smooth running of their own area of responsibility and of the school as a whole
- Student leaders' academic and behavioural standards must be maintained
- Student leaders will always work in the interest of the school

**Limits to authority**

- Implementation of most credits and sanctions are carried out by members of Staff only. For a list of credits and sanctions please consult the school behavior policy.
- Staff can use the services of student leaders for supervision of detentions on occasion if no staff members are available.

**Removal from post**

Student leaders who fail to adhere to the Prefect Code of Conduct and to maintain the role and responsibilities of their position will be given a notice of intention to remove their status by the principals. Students failing to address the area/s of concern will have their status removed and another student will be appointed to the role. Certain behaviours will result in automatic removal of status without warning.

## **Roles and Duties**

Student leaders play a vital part in the running of the School; assisting and supporting both staff and pupils.

The role of a student leader falls into four main categories:

- Maintaining discipline
- Helping staff
- Supporting younger pupils
- Organising events

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You may be a student leader for one particular area in the school, but you will also be required to cover all four areas at times. It is important you, and the whole school community, are very clear about your role and duties:

- To act as a role model for students and promote the ethos of the school
- To maintain an atmosphere of friendly cooperation, discipline and unity in the school
- To wear the correct uniform at all times
- To adhere to school rules and regulations at all times
- To help ensure school rules are adhered to by pupils
- Academic and behavioural standards must be maintained
- To report any issues to the Head of School
- To fulfill the specific responsibilities according to your position
- To attend all meetings as required
- To assist in any department where the Principals see fit
- To liaise and collaborate with each other as a team, to ensure efficiency and smooth running of their own area of responsibility and of the school as a whole
- To be an approachable individual to whom students can come to for assistance or support
- To serve as mentors and role models for other students
- To always work in the interest of the school
- To help organise school events
- To attend school events when required

### Additional Duties

All prefects and House captains are required to perform certain additional duties such as supervising queues at times such as break time or at lunchtime. It is important that you know where and when you are on duty. A more extensive list can be obtained from house staff or a member of the Senior Management Team.

It is vital that you always turn up for your duties on time, that you execute your duty to the best of your ability and that you do not leave until the end of your duty time. If you fail to turn up to your duty you are letting yourself and fellow leaders down and weakening the student leadership system.

### Leadership attributes

You will have been chosen as a student leader based on certain skills and qualities that you already have or for the potential that has been recognised in you. Many of these skills and qualities are common with leadership, such as: confidence, decisiveness and the ability to communicate effectively.

## **The Basic Skills of Outstanding Leadership**

### **Integrity**

Integrity means honesty and more. It refers to having strong internal guiding principles that one does not compromise. It means treating others, as you would wish to be treated. Integrity promotes trust, and not much is accomplished without trust.

### **Communication**

Communication in the context of leadership refers to both interpersonal communications between the leader and followers and the overall flow of needed information throughout the organisation.

Leaders need to learn to be proficient in both the communication that informs and seeks out information (gives them a voice) and the communication that connects interpersonally with others.

### **Relationships**

Networking is also a relationship skill. Relationships develop good interpersonal and group communication skills.

A leader who likes dealing with people issues, who can initiate and deepen relationships with others, has a great leadership advantage. This is a leader who can build a team and achieve impressive results.

### **Persuasion**

The ability to influence others and cause them to move in a particular direction is a highly important skill in leadership. Your ability to be persuasive is directly related to how much people trust you and how good your communication and relationships are.

### **Adaptability**

Adaptability and flexibility in not being bound by a plan are important success factors. The leader must move easily from one set of circumstances (the plan) to the next (if the plan is not going as expected) and take them all in their stride, even when the circumstances are unexpected. The good leader has to embrace change and see it as opportunity.

### **Teamwork**

Teamwork is an important and often neglected part of being a prefect. A school does not simply have a number of individual students who are identified as prefects. There is more to it than that; it has a team of prefects who are part of a prefect system. No one person can do it all. That's why a team, comprised of others with different skill sets, is essential. A leader must know how to build and nurture such a team.

### **Decision-making**

A leader must be able to wade through information, comprehend what is relevant, make a well-considered decision, and take action based on that decision. Making

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decisions too quickly or too slowly will impede your leadership effectiveness.

## Key questions to ask yourself:

### **Integrity**

How deep are your convictions on the things you believe in? What do you believe in SO MUCH that you will stand up to anyone about it? How much are you willing to compromise your important beliefs? To what extent do your behaviour and the choices you make align with your guiding values and principles?

### **Communication**

How much and how willingly do you speak out and keep information flowing? Conversely, can you keep confidential information private? How often can and do you listen more than you speak in conversations with your peers? How do you handle 'bad news' when you receive it?

### **Relationships**

What is the level of trust and respectful feelings you have with each of your peers? How easy or difficult is it for you to initiate new relationships or deepen existing relationships?

### **Persuasion**

How persuasive and influential are you? Under what circumstances can you persuade others to your point of view? To what extent do people value your opinion and follow your lead?

### **Adaptability**

To what degree can you relinquish control? When is it easy and when difficult for you to embrace change? How do you react when things don't go as planned?

### **Teamwork**

To what extent do you value working cooperatively as part of a group? How do you promote teamwork among those you lead? In what ways do you work collaboratively with your peers? How do you handle team conflict?

### **Decision-making**

How comfortable are you with having to make the 'final decision' on things? Do you have any tendency to decide too quickly without due consideration or, conversely, to gather data, analyse and ponder endlessly and be unable to decide? In what areas do you struggle with making firm decisions and standing up for what you believe?

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## Student Leader Self-evaluation Questionnaire

(to be completed at the end of the year)

What did you enjoy or find most satisfying working in your role as Prefect this year:


What did you enjoy or find most satisfying working in your role as Student Leader this year:

Please rate your leadership and communication skills: Place a tick (✓) showing your rating – 5 being the strongest

	1	2	3	4	5
I rate my leadership skills as					
I rate my communication skills as					

Did being a student leader help you to improve or develop in any way?


Are there any areas in which you feel your role can be improved next year?

## The Leadership Code

### **Vision**

To be an effective, efficient Student Leadership Body, that will set a standard, providing a yardstick for future Student Leaders and to be successful and excellent in all aspects of leadership and character.

### **Mission**

In order to reach our vision we need to:

**Be** mindful of our responsibility, profile and position at all times and in all situations.

**Take** to heart the ethos, discipline and atmosphere that forms the foundations of our success as a school.

**Be** firm and fair in all matters and decisions.

**Work** together as a team, a unit. Never breaking each other down but always encouraging.

**Be** self disciplined.

**Develop** a hunger for success, keeping vision minded and goal driven.

**Enlarge** our capacities, grow as a person and be able to be taught.

**Be** servant hearted and humble.

### **All student leaders must agree with the following:**

I recognise the position into which I have been placed and by doing so commit myself to Buckswood School by:

- Upholding, living and reflecting the strong ethos and shared core values of Buckswood, representing the school with pride and honour, being honest, loyal and dutiful and to show respect, tolerance and courtesy, working for justice, discipline, peace and harmony.
- Always striving to be fair and firm without fear or favour.

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- I resolve to act at all times in such a manner that I shall be a worthy ambassador of Buckswood School.
- I shall adhere to the school code of conduct and school rules and ensure they are followed by all learners.
- I commit myself to being a true example of leadership, moral character and of a Buckswood scholar; to carry out all assigned prefect duties with a servant heart and a loyal willingness and with a strict punctuality.
- I will do the above with unceasing dedication and enthusiasm.

Name:

Signed:

Dated: