

# The Haydock Charter



## **We care. We support. We achieve.**

At Haydock High School our mission is to care for and support each student so that they fulfil their potential, make outstanding progress and become successful learners, confident individuals and responsible citizens. We will be relentless in developing our skills, and work with our parents, Governors and wider partners to ensure that every student is known, contributes to our community and is fulfilled in achieving their ambitions.

To accomplish this we must:

- Embrace our responsibilities as individuals and as members of our community
- Demonstrate the highest standards, in all respects, at all times
- Promote tolerance, respect, trust, honesty, kindness and hard work
- Celebrate success
- Recognise positive contributions
- Protect our community and its values



## Teachers will...

- Plan highly effective lessons which build on prior learning and support outstanding levels of engagement and progress
- Use rewards consistently to celebrate success
- Promote the highest standards at all times
- Have high and consistent expectations of attitude to learning and behaviour for learning
- Provide regular and informative feedback, written and verbal, which will allow for outstanding progress to be made by all students
- Develop a relevant curriculum that promotes ambition and the lifelong love of learning
- Act as role models and maintain high professional standards
- Teach social as well as academic skills to enable students to become responsible citizens
- Provide regular opportunities for student voice
- Follow and implement school policies consistently
- Record and monitor student behaviour
- Have excellent attendance
- Promote routines consistently in the classroom and around school.
- Provide reflective time in lessons for students to consider their learning and their 'next steps'
- Assess progress on a regular basis and modify our teaching from this data
- Be consistent and fair and expect the same of colleagues
- Liaise with other staff and parents about the needs and concerns of individuals, ensuring that we safeguard students and treat them equally
- Give praise and reward as consistently as sanctions
- Promote the responsibility that is expected from students
- Expect students to work hard and come prepared to learn
- Promote resilience and high aspirations.
- Maintain up-to-date training



## Teachers need...

- Excellent CPD which helps to develop our skills, knowledge and understanding
- Leadership and consultation at all levels
- The sharing of good practice across the school to be embedded in CPD
- An open door policy which promotes trust and raises standards
- Students to take more responsibility for their learning and behaviour, with a culture embedded from Year 7
- Time to fulfil our responsibilities effectively and reflect on our practice
- Opportunities to communicate with each other, especially pastoral teams
- Support from parents and Governors to enhance student progress
- A system for rewards and sanctions that is used daily and relentlessly
- Students to want to learn, be successful and aspire to be the best they can
- SLT to support with the management and progress development of key students/groups of students and also to praise and reward students
- An appropriate and relevant curriculum
- Our wellbeing considered in developing our school
- Good communication between each department
- Opportunities for parents to see students' work produced through celebration evenings/days
- A high quality working environment



## Governors will...

- Support the school to enable its core aims and objectives to be met, demonstrating their commitment by getting to know the school and becoming involved in school life and activities
- Lead by example in providing and supporting an open and collaborative school culture
- Be visible and approachable to all stakeholders
- Provide strategic support and challenge in order to drive school improvement
- Ensure that the views of parents and the wider school community are gathered and considered
- Raise concerns with the Headteacher between meetings in a positive and constructive manner
- Provide key links with parents, staff and wider partners to ensure that every student is able to fulfil their potential and contribute to the local community.
- Respect the professional expertise of the Headteacher and staff, and the fact that responsibility for the day to day running of the school rests with the Headteacher
- Regularly attend meetings, including full Governing Body meetings and relevant committee/working party meetings, and play an active part
- Support the training and development needs of all governors
- Support leadership development and succession planning within the school and more widely within the Authority
- Ensure that decision-making processes are transparent
- Respect confidentiality and support corporate decisions even where they go against personal opinions
- Act and take decisions that are in the best interests of the school

## Governors need ...



- Time and opportunity to support the school
- Regular, accurate, transparent analysis of information and data that will allow us to support and challenge whenever necessary
- Clear pathways for students and parents to communicate their views, successes and concerns to the staff and Governors.
- Clear guidelines to support Governor visits to the school
- High quality training to develop knowledge, understanding and expertise

## Students will...



- Learn with independence and enthusiasm and fully attempt to complete tasks that have been set
- Complete work to the highest standards, showing a high level of effort and always try to improve the quality of work
- Use teachers' and other students' comments to improve work ensuring that it shows evidence of outstanding progress
- Always take part in learning by being involved in class discussions and being a supportive voice in group work
- Be committed to achieving Outstanding Progress Targets in all subjects
- Always complete homework on time and to the very best of our ability
- Always arrive fully equipped, on time and uphold all rules regarding uniform and appearance
- Respect and care for fellow students



## Students need...

- Encouragement from teachers to achieve our full potential and believe that we are capable of stretching ourselves
- Timely and appropriate support when help is needed
- Homework that supports learning and outstanding progress
- Teachers to be co-operative, helpful and supportive in enabling us to fulfil our potential
- Teachers to have the highest expectations of our behaviour and commitment, and to challenge this consistently
- To be consulted about issues in school and involved in decision-making
- Regular and high quality marking and feedback which tells us where we are up to in our learning and progress and ensures that we are able to make improvements to our work
- To be given work that is stimulating and stretches us by building on what we know and understand
- Lessons that are engaging, interactive and challenge us to fulfil our potential
- A high quality and well-equipped learning environment
- A rewards system that recognises our achievements and day-today commitment to making outstanding progress



## Parents will...

- Ensure that my child attends school every day and is on time, dressed in the correct school uniform and with all necessary books and equipment for the day
- Know and support the School's Behaviour Policy including regulations regarding appearance, mobile phones and bullying
- Encourage regular completion of required homework, checking and commenting whenever necessary in the student planner
- Communicate with school as soon as possible regarding any factor affecting my child's performance, wellbeing or attendance.
- Attend Parents' Evenings and Information Evenings/Events for an update on how my child is making progress and how this can be improved and supported even further
- Encourage my child to participate fully in the life of the school including involvement in clubs, sports and enrichment activities.
- Look at my child's work, and check that teachers are providing support for my child's learning
- Ensure that I know what my child's Outstanding Progress Targets are and check that they are likely to meet them
- Encourage and support my child with their homework and ask for help when needed
- Encourage and support my child to attend additional examination support sessions
- Review my child's planner at least once per week and sign it weekly, using it as a primary source of communication with the relevant form tutor and/or subject teacher
- Encourage my child to ask for support from a teacher when needed
- Encourage my child to uphold The Haydock Charter's values beyond the school gate



## Parents need...

- Teachers to have the highest expectations of my child at all times
- Early contact from subject teachers if my child is in danger of underachieving
- Effective communication and a prompt response from the school whenever necessary
- Information about the curriculum, learning and expectations of progress
- Accurate information with regard to additional examination support sessions
- Guidance on how we can support our children's revision and homework at home
- Information on appropriate resources we can access that will support our children making outstanding progress
- A clear homework schedule that identifies when homework needs to be handed in
- A website that promotes effective communication between parents and the school
- Teachers to apply policies consistently and fairly in line with The Haydock Charter's principles
- Teachers to listen without judgement if any child has a problem at any time
- To know when my child has done something well
- To know when my child is late to enable me to address it
- Zero tolerance on bullying