



Windsor Park CE Middle School

Learning for Life

"Teach me good judgement and knowledge"

Psalm 119:66

School Closure notes

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Respect & Resilience & Responsibility

OUR VISION

Learning for Life

*“Teach me good judgement and knowledge”
Psalm 119:66*

As a Church of England school and a founding partner in the Uttoxeter Learning Trust community, the teachings of Jesus are at the heart of all we do. Whilst striving for excellence, we celebrate achievement in all its forms and encourage pupils and staff to live life in all its glory and flourish.

OUR MISSION

- 1. Encourage all children irrespective of background or ability to fulfil their God-given potential and flourish. Our broad and balanced curriculum takes a holistic approach to education ensuring that spirituality, emotional intelligence, physical development, academic excellence and social skills are developed creatively across a range of school subjects.*
- 2. Deliver a safe space for children to develop philosophical and theological thinking through Religious Education as a core subject; delivering inspirational lessons which bestow upon pupils the skills to understand Christianity as a living and diverse faith, whilst teaching a knowledge and respect of other faiths and world views.*
- 3. Value education in its widest sense; building on our history and Christian foundations, making the most of today in order that we can make even more of tomorrow and the days, weeks, months and years that lie ahead. This is Learning for Life: ‘teach me good judgement and knowledge’ Psalm 119:66*
- 4. Foster respect for all God’s children; embracing difference and diversity and teaching all to live well together in an inclusive, welcoming community, supporting each other to remove or cross barriers and live with dignity and respect.*
- 5. Reinforce the Christian values and beliefs that will make our children good people: kind, honest, forgiving and courageous.*
- 6. Care deeply about our pupils’ and staff wellbeing and mental health, appreciating that it is the genuine quality of relationships that matter. We strive to support each other to flourish, achieving happiness and fulfilment.*
- 7. Encourage our pupils to approach local and global communities with a deep sense of integrity, justice, responsibility and courageous advocacy; identifying and challenging injustice.*
- 8. Collaborate primarily with St Mary the Virgin church to share the teachings of Jesus through inspirational collective worship. Develop, deliver and evaluate opportunities for pupils and adults to express spirituality through varied worship experiences.*
- 9. Encourage and nurture exploration, creativity and compassion with unlimited and unbounded energy. At Windsor Park learning is not a spectator sport.*

Respect ∞ Resilience ∞ Responsibility

1. The Authority has a statutory duty to provide full-time education for school pupils for 190 days each year. Reducing the pupil year below this figure is permissible only where a closure is unavoidable and it is not reasonably practicable to make up for attendances lost. It is therefore necessary that schools should be kept open wherever possible during spells of severe weather and other emergencies (e.g. breakdown of heating systems, non-delivery of fuel etc.).
2. Points to be borne in mind in deciding whether or not to close a school are:
 - i. The Authority does not make 'blanket' decisions to close schools. All decisions must be taken on the individual circumstances of the school.
 - ii. It is preferable to close a school for half a day, rather than a whole day, unless this is really not practicable.
 - iii. Where staff are unable to reach school, consideration should be given to combining classes rather than closing it. Every attempt should be made to accommodate children who arrive at school and who are unable to return before the end of the school day.
 - iv. The school should have in place arrangements for deciding on whether or not to close if the Headteacher is not able to reach the school. The Authority does not expect decisions to be taken without an assessment of circumstances at the school. It is also helpful to consult neighbouring establishments so that a co-ordinated response to the situation can be made.
 - v. The Authority should be informed and Chair of Governors and CEO should be consulted about all closures, unless this is not possible.
 - vi. Decisions to close should normally be for no more than two days and reassessed regularly thereafter.
3. In the event of the school having to close, all employees should be paid normally, regardless of whether they were able to report for duty, unless the Governors believe that individuals did not make reasonable attempts to travel to work and the closure was caused mainly by their non-attendance. The Headteacher should decide whether it is reasonable or necessary to require them to remain on the premises undertaking other duties within their job description. This will depend on:
 - i. paying due regard to matters relating to health, safety and welfare of employees and pupils;
 - ii. whether or not these duties could be carried out at home;
 - iii. whether staying on the premises would create unreasonable difficulties for the journey home, particularly where conditions are deteriorating.
4. In the case of a school remaining open, where the employee does not report for duty, the Governors have discretion to allow normal pay. In determining whether or not pay is to be allowed, the basic issue should be whether or not the employee has made every reasonable effort to attend school.
5. Advice from weather forecasters and the Police for people to 'stay at home' does not constitute an entitlement to pay for staff who follow this advice.
6. Where the Governors decide to withhold pay because of the employee's absence, they should notify the Authority so that the appropriate deduction can be made. This could involve a deduction for less than the full period of absence, if they believe that some of it was justified.
7. Governors are advised not to consider disciplinary action against staff who are absent because of inclement weather.

Respect ∞ *Resilience* ∞ *Responsibility*

EMERGENCY SCHOOL CLOSURE: PROCEDURE FOR PARENTS

Parents should assume school is open unless we announce we are closing. If conditions deteriorate during the day we may close early. This will be announced by:

- text message via our 'School Comms' system (therefore it is essential that your contact information is up to date)
- on the school website
- social media

Parents can also access information from the local authority website, and may sign up for free text alerts via the Staffordshire County Council website: www.staffordshire.gov.uk. The local authority will inform the local radio stations. You should discuss such an emergency with your child(ren) and **satisfy yourselves that they know what to do and where to go to be safe if you are out at work.**

Please do not phone school to see if it is open. The school phone lines must be kept free to enable emergency calls to be made if necessary.

Please note the above procedures will be followed in the event of **any** closure due to an emergency.

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