



BELMONT SCHOOL

(Additionally Resourced Mainstream School)

Operational & Strategic Decisions Protocol

SEPTEMBER 2025



<p>UNCRC Article 19 - Every child has the right to protection Global Goal 3 - Good Health and Well-being Ensure healthy lives and promote well-being for all at all ages Global Goal 10 - Reduced Inequalities Reduce inequality within and among countries.</p>	
Head Teacher	
Name	Mrs P Aggarwall
Chair of Governors	
Name	Mr M Kara
Date Ratified	14 th October 2025
Review Date	3 Years

The Policy should be read in conjunction with the following Policies:

- *Managing Serial and Unreasonable Complaints Policy at Belmont School*
- *Positive Communications Policy at Belmont School*
- *Complaints Policy and Procedure at Belmont School*

Operational & Strategic Decisions Protocol

At Belmont School we strive to build strong relationships with parents, carers and visitors in order to help create a stimulating, happy and safe learning environment, which continues from school to home and the wider community, providing all our pupils with the opportunity to achieve their personal best. The trust, support and co-operation of parents is fundamental to the continued success of our school.

We will always seek, where possible, to work with parents / carers in a positive manner to ensure the highest standards within school. We value the home / school relationship and, where appropriate, regularly seek the views of our community, and often choose to share the rationale for our decisions. Whilst it is never our intention to disappoint, given a community our size, we must accept that it is not always possible to secure agreement on all issues, and it is important to note that some decisions are not open to negotiation and that securing agreement is not necessary. In choosing to send your child to Belmont School, we ask that parents / carers understand that all schools (not just Belmont) have the right to make key operational and strategic decisions without agreement from parents. This position is protected by law.

The following list is not exhaustive, but offers examples of such areas:

- Decisions around setting, choice of teacher, class group, teaching assistant, form tutor, tutor group or tier of entry for examinations.
- Decisions regarding Behaviour or Uniform Policy (parents cannot choose for their child to 'opt out' of either policy or any of the sanctions outlined within). Indeed, parental permission or approval is not required for the issuing of a detention or Internal Exclusion.
- The nature of our rewards system and how we choose to implement it.
- Choice of curriculum content, resources or approaches to Teaching and Learning.
- Our Quality Assurance procedures, approaches to homework or marking.
- The nature of our extra-curricular offer.
- Timing of INSET / Training Days or other key events within the school calendar.
- Curriculum option pathways or subject combinations that the school decides are either in the best interest of the pupil or in terms of timetable constraints.
- The content and delivery of our internal policies and protocols.

As stated, we will always listen to concerns that are shared with the school in a respectful manner (in line with our published Communications Policy). Please note, however, that listening does not mean that a decision will necessarily change, or that we do not care. Sometimes we may have to respectfully agree to disagree. It is important to note that decisions will not be changed simply because some disagree, or because of disagreement within WhatsApp groups, on social media, co-signed letters or petitions. Neither will we change direction or alter a decision simply because an individual or group choose to 'shout the loudest' as this is not necessarily representative of a majority view. Put simply, no stakeholder has an absolute veto or right to demand actions from school staff. Our decisions are made in good faith and on the basis of what we consider to be in the best interests of our pupils, our community or the effective running of the school. We will always use our professional judgement, expertise and experience and operate in line with DfE advice or statutory / legal frameworks.

Following the Complaints Procedure will not change a decision unless it determines that the school has acted unlawfully or outside agreed policy positions.

We will endeavour to keep parents / carers informed regarding key decisions, where appropriate. However, to ensure that communication to parents are kept at an acceptable level, it is not always possible or necessary to share all decisions or enter into dialogue about the rationale.

Please be aware that plans change from time to time, this is often beyond our control. We will inform parents / carers as soon as possible but ask for your understanding.

Finally, given the huge volume of complex decisions we make, we will not always get everything right, we are human and will always aim to operate with the best intentions. Above all we ask parents / carers to be kind, as working together positively ensures that we can better meet the needs of Belmont children.

Please note: Our published Communications Policy outlines acceptable behaviour, how we will respond to abuse and the legal protections in place.