



# Welcome to Neatherd High School



## Traditional, Inclusive, Supportive

The school mantra 'Traditional, Inclusive, Supportive' is at the heart of everything we are and do.

**Traditional** - Children are at Neatherd to learn. This is at the heart of why we are all here. Our environment is engineered to be calm, orderly and well-organised. Our pupils are focused, attentive and expected to work the best they can all the time. We have high standards on uniform – we like our pupils to dress and work smartly. At Neatherd, children have the right to be children and teachers have the right to teach.

**Inclusive** - We are proud to be an inclusive, comprehensive community school where pupils feel safe to be who they are. Widespread acknowledgement of our work with pupils with special educational needs and the LGBTQ+ community are just two examples of this philosophy.

**Supportive** - Our pupils' wellbeing is our biggest priority. Our pastoral care system is second to none. We are committed to offering a nurturing environment beyond the classroom and giving our pupils emotional support so that they are in a mentally good place to learn and prosper. Exam results are important and we are proud of our pupils' achievements, however our main aim is to develop the Neatherd pupil to be a confident and happy young person. The supportive work we provide allows us to set very high expectations for pupils without fear of not being able to reach them.

Our school values are at the heart of what most parents would want for their children. We talk about these values every single day with our pupils:

**Hard work** - We do our best at all times. We show perseverance whenever things are tough. We don't give up. We see things through to completion.

**Integrity** - We are honest. We do the right thing because it is the right thing to do. We trust each other.

**Respect** - We are polite and kind to others and we show impeccable manners. We treat our environment with care. We show respect for ourselves and take pride in our school

**Fairness** - We treat each other equally regardless of difference. We play by the rules as this helps build supportive relationships.

**Compassion** - We support each other when things are difficult.

Behaviour in our school is excellent and we are proud of the disruption free learning we provide to pupils. We actively teach and promote positive behaviour and we have a very simple and clear system of rewards and consequences so that pupils know exactly where they stand, something that makes them feel safe and secure in the school. As OFSTED noted: '*There is a calm and orderly atmosphere in classrooms. Disruption to lessons is rare. Pupils are supported well to manage their behaviour.*' (Feb 2020)

## Classroom Culture

At Neatherd we are proud of the culture in our classrooms. We work hard to ensure that every pupil's experience in lessons is consistent with regards to routines, expectations and challenge.

Each morning and afternoon sessions are begun with a year group line up, and the class teacher escorts the class to their room, monitoring their journey and arrival so that they are on time and ready to learn.

Pupils line up before lessons and begin promptly with knowledge retrieval, followed by the teacher explaining and modelling the content and concepts of the lesson. Faded guidance follows to ensure all pupils are ready to apply their new learning in the period of silent independent work enshrined in our teaching principles. The teacher circulates and gives real-time feedback to help the pupils progress, rather than wait for work to be marked weeks later.

Our pupils, all of them, can expect to read aloud, be asked (and ask) questions in lessons. Engagement with the learning is high. This is underpinned by a clear whole-school sanctions and rewards structure applied consistently in all subjects. Pupils understand the consequences of not doing the right thing so the sanctity of disruption-free learning is preserved for the others.

Golden Tickets are issued to one pupil per lesson, greatly appreciated by them and their form tutors, for great work, engagement, reading or even just being helpful and kind. They also receive House Points which are used in the termly Success Shops and Rewards Assemblies.

Teachers are engaged with weekly professional development aimed solely at further improving teaching techniques and subject knowledge. This is based on the most up-to-date educational and academic research. We support each other, coaching and advising colleagues on our teaching.



Pupils are shown how to present their work by the teachers, how to write neatly (and further support for handwriting is provided by our Gateway tutors), how to look after their work and are clear on how to do their homework. In year 7 all pupils receive a copy of our own Core Knowledge Book to take home and use for their homework, so that all of them do the same amount and the same work.

More able pupils are identified for the teachers to issue stretch and challenge in class, and pupils of other groups such as SEND or EAL receive targeted support inside and outside of lessons.



## Beyond the classroom

We are committed to the personal development of every child and are proud of the wide range of clubs, trips, sports and arts activities on offer to our pupils. Through these, Neatherd children are able to build confidence and social skills, make their learning come alive and create memories that will last a lifetime.



*“A strength of this school is the number of activities and trips available.” (Ofsted, Feb. 2020)*



**Trips** - Our pupils benefit from many educational visits during their time with us. In Years 7 and 8, pupils will study our beautiful local landscapes at the Norfolk Coast and the Norfolk Broads, discover the fascinating historical sites of Norwich and can visit Normandy, go camping, stay near Pompeii in Italy or experience the First World War battlefields of France and Belgium during our annual Activities Week in July.

**Clubs** - There are over 50 lunchtime and after-school clubs on offer. From eSports to Astronomy Club, basketball to rugby, gardening to cooking and dance to Duke of Edinburgh – and much more besides! - there is something to interest everyone.

**Sport** - Neatherd is proud of its well-deserved reputation for sporting excellence. We are lucky to benefit from outstanding facilities including a dedicated gym, expansive playing fields and our full-size, floodlit 3G all-weather arena, all used throughout the year for our many clubs and regular fixtures. The highlight of the sporting year is our famous Sports Festival in July. No mere 'Sports Day', this extravaganza sees every pupil participate in a variety of activities including track and field, Zumba, archery, taekwondo and even Bubble Football.

**The Arts** - As proud holders of the Gold Arts Mark, we have a strong commitment to the performing and visual arts. Drama, dance, art, music and photography are all popular GCSE courses at Key Stage 4. Our talented actors, musicians and dancers wow audiences at events including our annual show at the Memorial Hall, Christmas and summer concerts and our popular 'Neatherd's Got Talent' evening.

**Library** - Our beautiful library is full of avid readers every break and lunch. Regular reading competitions take place alongside author visits, book signings and our annual Harry Potter Evening.



## Care and support

Being inclusive means doing our best to ensure every pupil has the opportunity to pursue their interests and reach their potential. At Neatherd, pupil premium funding is used to help pupils and families with essentials like uniform, revision guides and equipment. It is also used to enable pupils to take one-to-one music lessons, participate in trips and visits, and attend college or university events. In September, the Gateway team meets with new pupils and their families. By listening to parents, they gain an understanding of the challenges each child may face and are able to work with the family to help each pupil achieve their goals.



We pride ourselves on the pastoral support we offer our pupils. Each pupil who attends Neatherd has access to a wide range of staff who are available should they need support of any type. This includes

their form tutor whom they will see each day they are in school and will remain with them, where possible, from Year 7 to Year 10. In addition, for each year group we employ a dedicated Pupil Support Officer; a non-teaching member of staff which means they are available to both pupils and parents throughout the school day. The work of the Pupil Support Officers and the form tutors is overseen by our three Directors of Pupil Behaviour, whose role is to support with both pastoral but also academic aspects of Neatherd pupils' lives. Many schools have reduced the size of their support teams over recent years, whereas at Neatherd ours has increased. We know that if a pupil feels supported and happy in school, they are more likely to succeed.

We are proud of our SEND students at Neatherd and they got excellent results both individually and as a cohort last summer. We believe that all students can achieve with the right support. We have built a reputation for managing to have both high standards and deliver a high level of support. **OUR UNIQUE SELLING POINT.** Our calm classrooms, routines and excellent behaviour supports students with additional needs. We have a specialist resource base for autism and the LINK which is a fantastic resource and safe space for our mainstream SEND students. We understand our responsibilities under the equalities act and enjoy working with parents and making reasonable adjustments that allow students to thrive in school.

Neatherd is a school where we encourage and support everyone to be themselves. We were delighted to become a school of sanctuary earlier in the year in respect of our work on inclusion – one of the only secondary schools in the region to get this award. We are part of Norfolk LGBT Project's Educating with Pride programme, have an active equalities group and represented the school at Norwich Pride.

*I feel it justifiable to highlight the exceptional practice taking place at Dereham Neatherd. The work to ensure every pupil feels welcome, safe and included is tangible throughout the school and the environmental space is very supportive of your school culture and ethos. Everywhere felt calm and purposeful.* (Norfolk County Advisor, July 2022)

