

Orniston
Meridian Academy

Student Leadership and Character Education

OMERA Student Leadership and Character Development Ambition

As part of our ambition to 'Shape Lives', our aim is to develop leaders of the future. All students are given the opportunity to develop their leadership skills and personal characteristics to enable them to be incredibly successful young adults. We firmly believe that leadership and character development are intertwined; good leaders are people of good character, and people of good character make good leaders. All our leadership activities are designed to develop self-confidence, resilience and personal responsibility in our students. Within the academy we have specific roles for which students apply and are then chosen via a democratic process. Through this process, students are either voted for by staff or by their peers depending on the role.

Why is leadership and character education so important to us?

The characteristics we teach enable students to live, co-operate and learn with others in a way that is peaceful, neighbourly and with a positive moral code, thus enabling all students to respond well to challenges they face in everyday life.

Character and leadership education at OMERa allows students to understand what is ethically important in situations and how to act for the right reasons and in the correct way so that they become more autonomous and reflective in their everyday lives.

OMERA student leadership promotes democracy and autonomous decision making across the academy. At Ormiston Meridian Academy we have a specific set of values that are the bedrock to all aspects of academy life. These values are our **Achiever Values**:

Ambition – The desire and determination to achieve success without limits.

Courage – Challenges are tackled head-on and with bravery, knowing it will help to develop strong individuals.

Honesty – We are always truthful with each other and ourselves, act with integrity and do the right thing.

Inspiration – Feel enthused by a person or idea, igniting a passion to become even better than before.

Respect – Demonstrate the ability to appreciate others' opinions, actions and beliefs in spite of differing views. We act with courtesy, politeness and kindness at all times.

Becoming a better Citizen

The purpose of our character and leadership development programme is to ensure that our students are able to flourish and become the best they can be. It is ensured that all students within our care should understand what it is that makes a good citizen. This includes but is not limited to:

1. volunteering and being active in the community in which you live.
2. acting with integrity.
3. following rules and laws.
4. respecting the rights of others.
5. being informed about the world around you.
6. respecting the property of others.
7. being compassionate.
8. taking responsibility for your actions.
9. being a good community member.

10. standing up for the rights of others.

How we support Character Development

During their time in at Ormiston Meridian Academy, students have a brief course of study that introduces them to the achiever values, character education and leadership skills. This course is delivered by the Inspirational Learning Group. In addition to this, students in all years of the academy receive leadership and character education through:

- discussing with and modelling behaviours expected of our students.
- training students to be confident public speakers.
- using student leadership strategies to develop self-confidence and self-esteem.
- consistently applying regular routines to set behavioural standards.
- the opportunity to be a Leader of Learning.
- taking part in a democratic process within the academy at least three times within every academic year.
- supporting the community and charities on a regular basis.
- taking part in specific citizenship activities during dedicated form times and PSHE sessions.

Building Character through Oracy

Staff at Ormiston Meridian Academy ensure dialogue is used that helps to develop students' understanding of how they are perceived by others as well as developing them into citizens that can function in the modern world. The academy uses this method to ensure that students have the opportunity to develop their character in a number of ways during the working day.

Behaviour - When discussing a student's behaviour, staff use the Achiever Values to put the student's actions into context. This could be staff thanking students for the respect that they have shown during a specific action. For example, holding a door for a member of staff.

Work completed during lessons – Staff discuss with students their achievements during lessons with the aid of the Success Score and Achiever Values. For example, staff members discuss how students have had the courage to offer an answer to a question that they may have found difficult.

Role modelling – Staff and students at the academy use the following method to develop students' leadership and character:

- **Leading by example** – Staff and students role model excellent examples of leadership and character through their actions and how they conduct themselves throughout the academy.
- **Dedicated teaching** – The academy provides educational experiences both inside and outside of lessons that develop leadership and character, enabling students to learn more about the principles of good character and leadership.
- **Personal Development** – Students independently seek to develop their leadership and character skills through a range of opportunities provided by staff and external agencies.

Modelling the behaviours we wish to see in our students

At Ormiston Meridian Academy we understand that to develop our students' leadership and character skills, firstly we need to model the behaviours to which we expect our students to adhere. This is done by focusing solely on the Achiever Values of the academy.

Value	Behaviours
Ambition	<ul style="list-style-type: none"> • All faculties areas display inspirational information relating to potential career pathways. • Ambition for all is clear and support is given to students to achieve in any way possible. • Barriers to progress are removed. • The highest standards and expectations of our students and staff are demanded.
Courage	<ul style="list-style-type: none"> • Resilience in students is promoted and staff and always model courage through their actions. • Students are given the opportunity to fail and understand that the key learning point is how to rectify mistakes and seek opportunities to succeed in the future.
Honesty	<ul style="list-style-type: none"> • All students are expected to tell the truth at all times. • Students who act with integrity are praised and rewarded by staff. • Students are always encouraged to 'do the right thing'. • Staff are honest in their feedback to parents/carers and students.
Inspiration	<ul style="list-style-type: none"> • A passion for education and their subject is shown by staff. • Participation in the many extracurricular activities is expected, with the aim to inspire students to develop a passion for learning and activities beyond the formal curriculum, thus increasing their cultural capital.
Respect	<ul style="list-style-type: none"> • Students are treated with respect by all staff. • Staff ensure that students' views are heard via student voice, student leadership and democratic processes within the academy. • Staff ensure sure that students have the opportunity express themselves freely whilst demonstrating respect for others.

How we develop Leadership

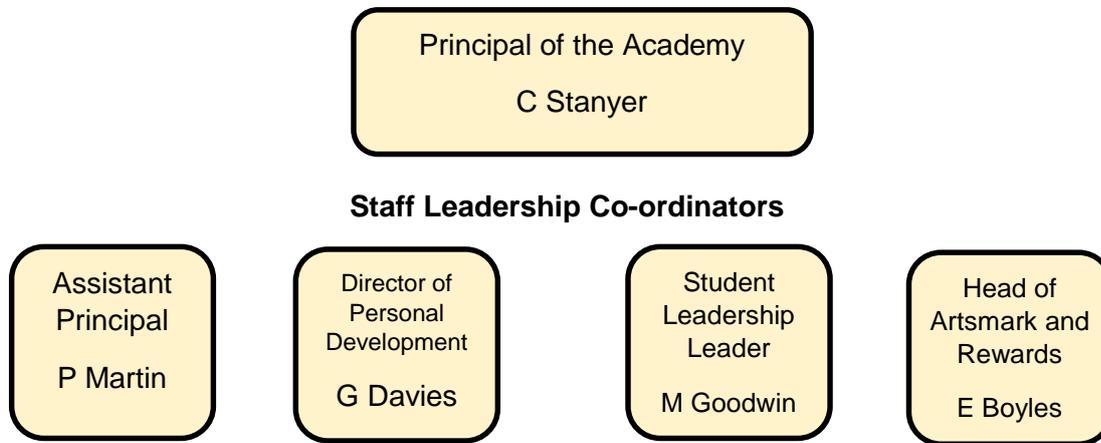
All our leadership activities are designed to develop self-confidence, self-esteem and personal responsibility in our students. Within the academy we have specific roles for which students apply and are then chosen via a democratic process. Through this process, students are either voted for by staff or by their peers depending on the role. Form Captains present their manifesto to their form. There is then a democratic vote from their peers within their form. In the case of our Senior Student Leaders, they present to staff and are then interviewed by senior leaders outlining their goals and ambitions.

The programme is designed to be student-centric. Student leaders, once elected, work closely with staff in order to prioritise issues and projects that are pertinent to the specific year group. Doing this ensures that the programme is focused around the development of areas within the academy of importance to both students and staff.

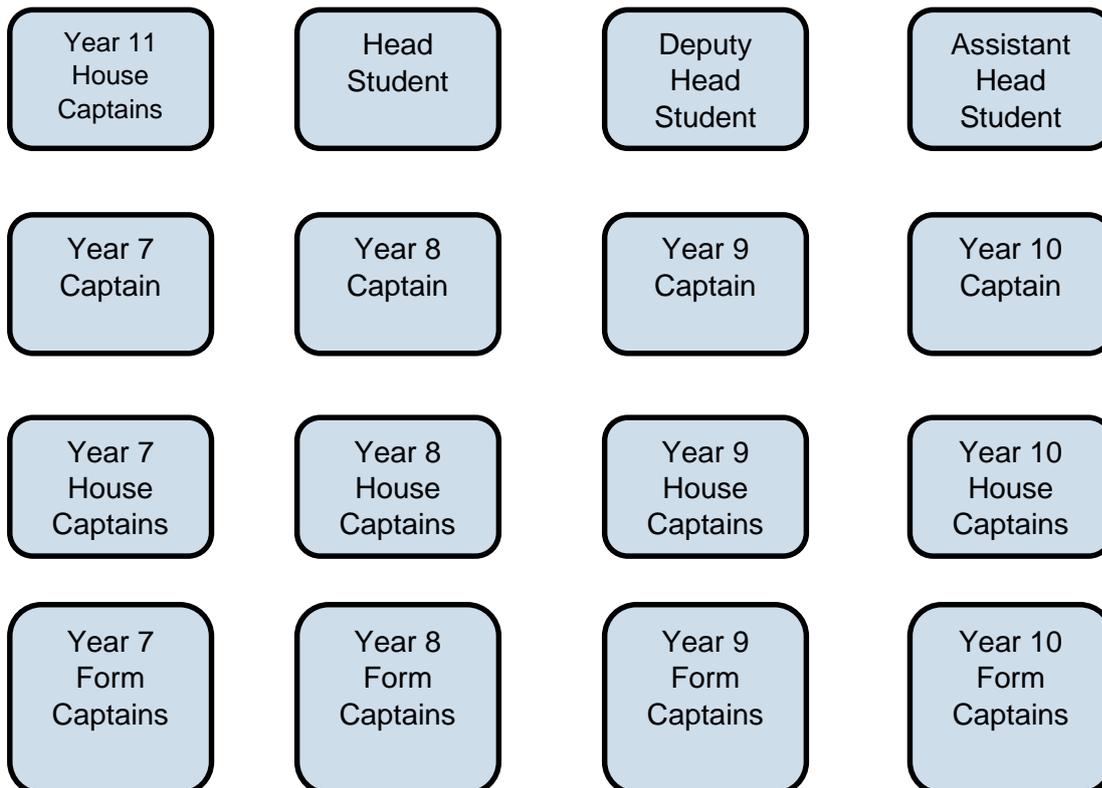
Activity	General responsibilities/expectations
Senior Student Leaders	Senior student leaders will: <ul style="list-style-type: none"> • be approachable, listen to and act as an advocate for students within the academy. • strategically lead the Student Leadership programme within the academy. • always uphold academy values, whilst encouraging others to uphold the same. • be an ambassador for the academy during open evenings and academy events. • lead initiatives decided by the Student Leadership Team.
House Captains	House captains will: <ul style="list-style-type: none"> • be responsible for improving and motivating students to attending all house events. • planning and leading house events. • responsible for house rewards. • encourage a competitive environment while adhering to school values. • support and lead house/year assemblies. • meet with Head of house SLT link.
Year Captains	Year leaders will: <ul style="list-style-type: none"> • be responsible for managing requests for fundraising/non uniform days etc. • be responsible for leading discussions on policies that affect all pupils (such as updating the anti-bullying policy).

	<ul style="list-style-type: none"> • meet with HOY on a monthly basis to discuss ideas to be taken to OMERA student leadership meetings. • support/lead year group assemblies. • attend parents' evenings. • support and guide students within the year group. • be a role model at all times inside and outside of the academy. • help to deliver the targets set by the HOY are achieved. • support in activities to improve staff wellbeing.
Form Captains	<p>Form captains will:</p> <ul style="list-style-type: none"> • lead by example during form time. • lead discussions during form time. • check equipment and uniform. • lead numeracy and literacy tasks. • organise form assemblies. • liaise closely with the year leadership teams to improve and develop the year group. • support with duties around the academy.
Student mentors	<p>Student mentors will:</p> <ul style="list-style-type: none"> • take part in mental health and wellbeing mentor training. • be subject mentors to support with academic success. • Attempt to change individual student behaviours through scheduled mentor meetings with individual students. • will gain key information about students to support staff with in making positive relationships. • support with literacy and numeracy intervention for the underachieving year 7 students.
Leader of Learning	<p>Leader of learning will:</p> <ul style="list-style-type: none"> • articulate the learning outcomes of the lesson and respond to questions posed by the visiting staff member. • recall previous learning. • develop communication and oracy skills. • develop confidence.
Additional Leadership Teams	<p>Additional Leadership Teams will:</p> <ul style="list-style-type: none"> • develop their leadership, communication and teamwork skills within a specific area of the academy. • work closely with specific staff members to develop specific academy areas. • support faculty house events.

Student Leadership Structure



OMERA Student Leadership



Additional Student Leadership Teams

Geography Ambassadors, Canteen Monitors, PE Leadership, Digital Leadership, Science Leadership, Community Leadership, Maths Leadership, Drama Leadership, LRC Leadership, Dance Leadership, Languages Leadership, Support Leadership, Wellbeing Leadership, Anti – Bullying Leadership.

Ambition
The desire and determination to achieve success without limits.

Courage
When faced with challenges, we tackle that challenge head-on and with bravery because we know it will help us to develop into strong individuals.

Honesty
We are always truthful with each other and ourselves, act with integrity and do the right thing.

Inspiration
Feel enthused by a person or idea that ignites your passion to become even better than you were before.

OMERA

VALUES

EVERYONE

Respect
Demonstrate the ability to appreciate others' opinions, actions and beliefs even if you have a differing opinion. We act with courtesy, politeness and kindness at all times.

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