



**Holmer Green Senior School**

**Exceptional Performance  
Policy**

December 2024

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When reading this policy, please note the Headteacher’s decision is final, alongside any staff member with delegated responsibilities.

### Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

## Policy Background:

The Exceptional Performance Policy is a whole school policy and applies to all students who are eligible under the guidelines stated below. The school acknowledges its duty to promote and support students in fulfilling their individual talent or their pursuit of helping others. We believe exceptional individuals should be nurtured to ensure they reach their potential.

Please note that the Headteacher's decision on individual applications is final. Should parents/carers be unhappy with a decision, they can raise concerns through our Complaints Policy.

## Rationale:

This policy is aimed at bringing recognition to students who compete, participate, or volunteer at a high level outside of the school environment.

The school is absolutely clear that it must support its students in achieving exceptional levels of performance in sport, arts and the community. The school also recognises it has a role in promoting role-models to the school community.

## For the Purposes of this Policy Document:

Eligible Exceptional Sports programs include regional, national and international sports organisations which run coaching for athletes and national sports squads in which students have been selected to participate.

Eligible Exceptional Arts is defined as an opportunity for a pupil to participate in an event or program that is beyond the opportunities that Holmer Green Senior School offers. For example, this might relate to a regional, national or international musical/dramatic/artistic organization.

Eligible Exceptional Community work is defined as volunteering, or fund-raising that goes well beyond that typically undertaken in Holmer Green Senior School's normal calendar of events. For example, a student may have volunteered for an organisation for a number of years, or raised a significant amount of money that has been personally recognised by an organisation.

## Eligibility:

### **Exceptional Sports**

You are considered to be an Exceptional athlete if you are:

- Regularly competing in national level competition.
- Performing in accredited coaching programs at regional, national or international level.
- Recognised as being in the top 10% of your discipline in the region, the country or internationally as identified by the discipline's governing body.

### **Exceptional Arts**

You are considered to be an Exceptional artist if you are:

- Regularly competing in national level competitions.
- Participating in accredited programs at regional, national or international level.
- Performing with a professional theatre company, orchestra or equivalent.

## Exceptional Community

You are considered to have given Exceptional Service if you have:

- Regularly volunteered for a charitable organisation over a number of years.
- Have raised a significant amount of money for a charity that has been individually recognised by that organisation
- Received recognition for supporting your community through voluntary work, fund-raising, or stewardship.

## Applying for Exceptional Performance:

A parent/carer must complete the attached form outlining their child's role in sports, arts, or the community with the relevant associated evidence. Each application will be considered on its own merit and if agreed, the student will receive recognition of this performance by being presented with an "Exceptional Performance" badge.

The school will consider an exemption from school attendance for students participating in Exceptional Sports or Arts or Community events for periods determined by the Headteacher on a case-by-case basis.

The school will only consider such attendance exemptions once it has received the following:

A supporting letter from an accredited individual (e.g. a coach, musical director) or an approved governing body outlining the child's aptitude in the relevant discipline.

A letter from a parent/carer outlining the duration of absence and any supporting evidence they feel supports their child's application for an attendance exemption.

All applications must be sent to the Headteacher's PA, Mrs L Barber at least one week in advance of any programme/event. The address is [barberl@holmer.org.uk](mailto:barberl@holmer.org.uk)

## Applications will not be approved if:

A pupil's attendance falls below 99%

The school believes the pupil is under-performing academically

A pupil receives a detention

NB: The Headteacher's decision is final

## If an application is approved:

It is expected that Holmer Green Senior School will be promoted positively at events by students and families. Successful applicants must contribute to Holmer Green Senior School Showcase events. This may be in terms of performances or speeches about relevant accomplishments. Successful applicants must agree to supply a photo of themselves and a biography of their achievements to-date and provide further updates as they progress for the school website.

All successful applications will be reviewed on a half-termly basis and may be terminated if the student's performance is deemed to be negatively effected by the exemption.

This Policy was approved by the Governing Body in December 2024

Review December 2026

# Exceptional Performance form

Name: \_\_\_\_\_

Year group: \_\_\_\_\_

Form: \_\_\_\_\_

Exceptional Performance Category:

- Sport
- Acting
- Dance
- Music
- Community

Specific Exceptional Performance:

e.g. football, saxophone, etc. : \_\_\_\_\_

Length of time competing/volunteering at:

|                            | Regional level | National level | International level |
|----------------------------|----------------|----------------|---------------------|
| Number of months and years |                |                |                     |

We have attached a supporting letter from an accredited individual (e.g. a coach, musical director) or an approved governing body outlining the child's aptitude in the relevant discipline attached:

- Yes

By completing this application we agree to our son/daughter receiving an "Exceptional Performance" badge and their achievements being used by the school to promote role-models for the student body.

As parents/carers and participant we agree to promote Holmer Green Senior School positively at events. We agree to support Holmer Green Senior School Showcase events, in terms of performances or speeches about relevant accomplishments. Lastly, we agree to supply a photo and a biography of our child's achievements to-date and provide further updates as they progress for the school website.

Parent/Carer Name: \_\_\_\_\_

Parent/Carer Signature: \_\_\_\_\_

Student's Name and form: \_\_\_\_\_

Student's Signature: \_\_\_\_\_

Date: \_\_\_\_\_