







OUR VISION

Delivering exceptional learning experiences that enable all young people to thrive in a competitive world and lead successful and fulfilling lives.

OUR **KEY DRIVERS**



THE HIGHEST STANDARDS

Always set and deliver the highest standards: never settle for less.



INVEST TO ACHIEVE

Care about the now; create the very best for your future.



EVERYONE IS VALUED

We are unique individuals; we work together to achieve success.



NO EXCUSES

Create solutions, not excuses.



NEVER GIVE UP

Resilience is essential; self belief drives improvement.



CULTIVATE YOUR CHARACTER -

Qualifications open doors; your character gets you through them.



OUR CURRICULUM INTENT

The Sir Thomas Wharton Academy curriculum is designed, delivered and monitored with principles of knowledge and assessment at its core. The curriculum is aspirational, deliberately challenging and it never assumes that students cannot access complex material. Rather, it builds on the knowledge acquired in the primary phase and "starts with the end in mind" by considering the skills, knowledge and character required for higher education and employment.

- OUR CURRICULUM INTENT IS TO: ——

Inspire imagination and develop interests, specialisms and key skills.

Provide appropriate challenge through access to complex material and concepts.

Provide equality and promote aspiration for all learners irrespective of starting point, learning needs, background and disposition.

Facilitate positive progression routes through the student's educational journey into sustainable further and higher education, training and employment.

Provide relevance to context and community to enable social and economic mobility.

Prepare children and young people to be successful learners for life, responsible citizens and confident individuals.



2 | Enrichment at Sir Thomas Wharton Academy www.stwacademy.com



MALTBYLEARNINGTRUST Contents

Curricu	l	E-contract	h	

Personal Development	9
Electives	10
Votes for Schools	13
Careers	14
Better Workers, Better Learners	17
Library	18
Performing Arts	19
Physical Education	21
Science	24
STEM	25
SEND	27
Character and Culture Days	28

The Wider Enrichment Offer

THE WIGHT EINICHITICH ONC	
Extra Curricular and Teams After School	31
DofE	33
Formal Events	34
An Audience With	35
Christmas Lunch & Hampers	36
Academy Awards	39
House System	40
Student Parliament	42
Student Voice	43

Welcome from the Principal:

Personal Development plays a significant part in our vision of "delivering exceptional learning experiences that enable all young people to thrive in a competitive world and lead successful and fulfilling lives".

Personal Development allows students to cultivate their character to complement their academic achievements. It is widely acknowledged that participation in enrichment activities can provide students with the edge over competitors when applying for education or employment beyond Year 13.

Enrichment is at the heart of Sir Thomas Wharton Academy and students are provided with opportunities to be involved in an offer that includes Wednesday afternoon electives, academic groups alongside other more bespoke opportunities.

We see our Personal Development curriculum as being pivotal in maintaining positive mental health and well-being. Due to the significant positive impacts of enrichment we want all of our students to take part in as many Personal Development opportunities possible from the extensive range on offer.

Mr M McDonald Principal







Curriculum Enrichment





Personal Development

At Sir Thomas Wharton Academy, we are committed to helping all of our students develop skills and knowledge beyond academia. We aim to ensure that all students also develop exceptional character.

Through our Personal Development Curriculum, we focus on developing traits that will support students in their development and prepare them to be successful members of society. We believe that qualifications open doors; your character gets you through them.

Personal Development is a focal point of Tutor Periods, with a programme that is in place for the full academic year. This complements the Academy's PRIDE agenda and Key Drivers. The curriculum is designed to develop character traits such as aspiration, resilience, confidence, ambition, motivation and growth mindset. Additionally during tutor, students complete a range of activities including Word of the Week and Career of the Week with the outcome being students are exposed to a range of sophisticated vocabulary and careers options that they may not be familiar with.

Life Skills tutor sessions cover a range of topics which will include mental health, positive body image, healthy coping strategies, self awareness & British values. Aspects of Character Education are also planned to support students in maximising their learning experiences in the classroom. Students are given opportunities to consider how they can develop independent learning habits that are best suited to them, such as note-taking and study skills. Resources are created and distributed to all form tutors for delivery of sessions that build on the content, and provide the opportunity for students to assess their own personality traits and develop new skills and values. Tutors act as role-models – inspiring students by sharing their own personal goals and experiences, and by facilitating structured conversations about aspirations and resilience aspects of character education are interwoven into the Personal Development programme to support students in maximising their learning experiences in the classroom.



Electives at Sir Thomas Wharton Academy

We have an ever growing offer of over thirty different electives.

Our inspiring provision will foster students' imagination, broaden their interests, develop their specialisms and offer insights into potential future careers.

These bespoke enrichment opportunities, which form part of the normal school timetabled day, will not only advantage our students, but also our community through mutually beneficial cooperative partnerships.

These partnerships include the Helping Hands Community Centre, the Doncaster Rowing, Golf and Hockey clubs, Flying Futures, Pauline Quirke Academy, Allegro Dance, DMBC Rangers and the Edlington Fire Station.

Here is a sample of some of the fantastic electives on offer:

Boxing, Dance, Duke of Edinburgh, Golf, Makeup Masterclass, Minecraft, Musical Theatre, Sew and Craft, Spanish, Special Events Food Catering, Reading Buddies, Rowing, Woodland Workout.



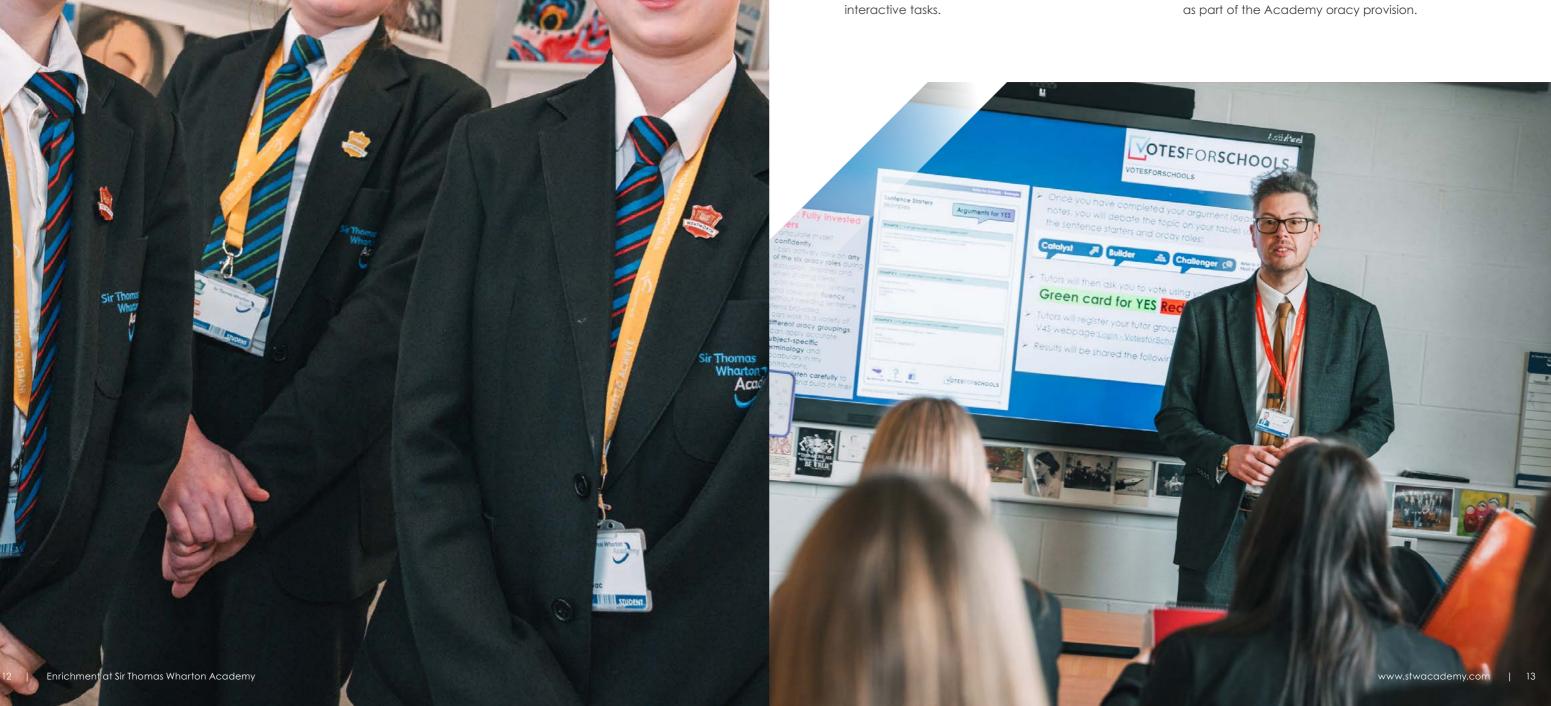




Votes for Schools

Votes for Schools (VfS) is a debating programme that helps to support a wide range of skills which further contribute to the character development of students. Each tutor group is allocated a 30 minute session each week to actively engage in a topical issue. Students then consider their individual stance and potentially verbalise their own views and justification for these. Students are introduced to a current affairs question/dilemma and presented with information on both sides of the argument. During this session students are also set various tasks centred around group discussion and other interactive tasks

Students are then asked to vote for whether they agree or disagree with the "motion" or whether they answer "yes" or "no" to the session's question. They're then asked to construct a speech to articulate their point of view. At the end of the session students' votes are added anonymously into the VfS website where results are collated and presented in-line with regional and national responses from over 2000 schools. The VfS initiative is an effective and popular aspect of tutor time provision among both students and staff which is also supported by staff from the English department as part of the Academy oracy provision.





Careers

Sir Thomas Wharton Academy is committed to providing our students with a programme of careers education, information, advice and guidance (CEIAG), for all students in Years 7-13, that will inspire and motivate them from an early age.

We have a careers programme that will provide students with exceptional learning experiences outside the classroom to enable them to thrive in a competitive world and lead successful and fulfilling lives. There are many activities planned every year that support our students in making well-informed choices about subjects and careers for their future. These are available on our website. All students learn about careers education in their Life Skills sessions, where students use a programme called "Unifrog" to create their own careers profile. This is based on their skills, qualities and interests. They build on this programme each year and store their personal information, goals and career aims in their locker as part of the build-up for their final CV.

At Sir Thomas Wharton Academy we have made the commitment to provide our students with a work placement that is meaningful, impactful and informs their post-16 decisions. During year 10 students will have a dedicated careers tutor session which will introduce the concept of work experience and help them develop the skills necessary to ensure they have a successful placement.

During the tutor sessions students will experience the below:

- An Introduction to work experience.
- Health and Safety in the work place.
- Contacting employers.
- Making informed decisions.

At Sir Thomas Wharton Academy we use Unifrog as a tool to support the work experience and careers program. In year 10, students will have a tutor time dedicated to Unifrog work and completing tasks towards their work placement. Within KS3, Unifrog will be used within Life Skills sessions and students will have the opportunity to complete personality and skills quizzes as well as use the various tools on the platform to support their personal development.

In Sixth Form, students benefit from a dedicated tutor time session focused on personal development, careers, and work experience, which they will undertake for one week in July of Year 12. These sessions are led by an experienced team of tutors and form part of a tailored programme designed to prepare students for life beyond Sixth Form—whether that be university, apprenticeships, or employment.

With the support of Unifrog, students have the opportunity to build on the personality and skills quizzes completed in earlier years. This platform helps them explore potential career paths and further develop key employability skills. The insights gained feed directly into writing compelling CVs and personal statements for university and apprenticeship applications, as well as supporting broader career planning and decision-making.





At the heart of Better Learners Better Workers (BLBW are student Ambassadors aged 13-16 who enjoy a range of high quality employer encounters, experiences and challenges, both in school and in the workplace, to develop their job-ready skills and behaviours

We were the BLBW overall school winners in 2024.

"The programme is focused on specific employment sectors to allow young people to develop more in-depth knowledge."

Enrichment at Sir Thomas Wharton Acad



Library

Students' reading skills are important to their success in school as they will allow them to access the breadth of the curriculum and improve their communication and language skills. It is vital that students are exposed to a range of texts which both challenge and illuminate their understanding of the world.

Here at Sir Thomas Wharton Academy, we also advocate reading for pleasure as there is a strong association between the amount of reading for pleasure students do and their reading achievement. Students who read for pleasure make significantly more progress in vocabulary, spelling and maths than students who read very little. Plus, reading for pleasure has many non-literacy benefits and can increase empathy, improve relationships and give an insight into the world views of others. We have invested significantly in our school library to ensure it is an exciting and informative space for all our students to benefit from.

This academic year we have purchased a large number of reading texts to replenish our library stock; we have everything from non-fiction to graphic novels, Doncaster Book Award titles to popular fiction choices and a selection of subject specific texts to support all aspects of our curriculum. Reading clubs running in the library after school. We have introduced Sixth Form reading mentors to support students with their reading and the library is open to all students at break and lunch times.





Performing Arts

Peripatetic Lessons

We have a range of peripatetic music tuition in school provided by very experienced private teachers. These are charged for on a termly basis and include brass, woodwind, percussion, strings, piano, classical guitar, electric guitar and vocal tuition. Students can opt in with parental consent via MyEd or from Miss Hudson in Performing Arts

School Productions

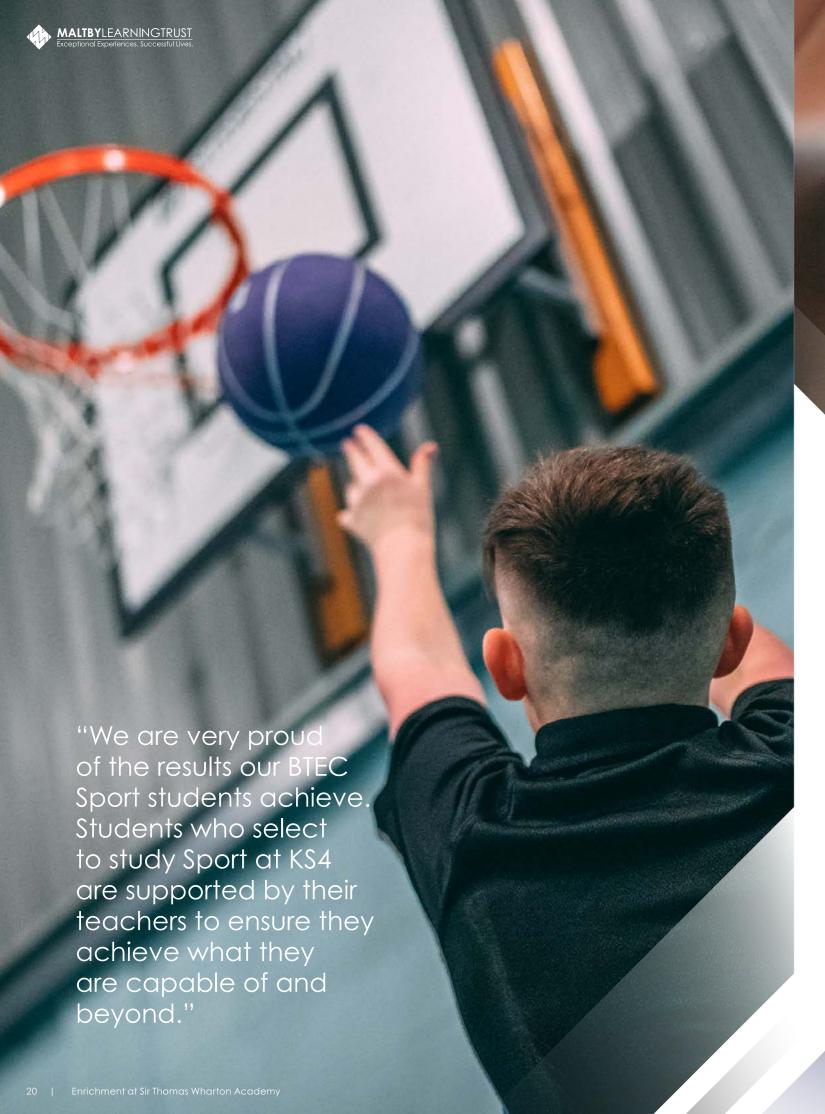
Every year, Sir Thomas Wharton Academy puts on a whole school production which is open to anyone wishing to audition. We alternate between a straight play and a musical to allow different performers to shine. In recent years we have performed: Back to School - including extracts of "Grease", "Godber's Teechers", "Matilda" & "School of Rock". Shakespearence - A double bill of "Macbeth" & "As You Like it" and "Chicago".

A school sports tour for netball and football will be run biannually for KS3 students. This involves travelling to Barcelona and accessing coaching delivered by highly qualified coaches; tournaments and matches against UK schools and international teams; time to explore Camp Nou and Las Ramblas and a trip to a theme park.

We also run a number of day trips such as to the All England Badminton Championships and Elite cricket matches where students can enjoy watching sport played at the highest level.

Extra Curricular

Throughout the term, the PE department offer a wide range of extra curricular opportunities after school. This provides students with the opportunity to further develop skills learnt within lessons and take part in fixtures against other local schools in leagues, along with representing the academy in National Cup fixtures. Clubs currently on offer include: football, Netball, Badminton, Cricket, Rounders, Tennis and Table Tennis.





Physical Education

Elite Sports Event

Each year we hold our Elite Sports event at the Eco Power Athletics stadium in Doncaster. The evening is a showcase of our students sporting abilities and talents, parents and carers are invited to the event as we come together as a full community to support each & every performer. Fostering healthy competition and striving to be the very best you can be is something we are proud of as an academy and the evening has a real competitive edge, with each student pushing their peers to perform to their highest standards.

Primary Sport Partnership

The STWA PE department has excellent links with our primary feeder schools and on Fridays a dedicated member of the PE department visits and teaches PE in primary schools and organises a range of tournaments and festivals to KS1 and KS2 children, ranging from the Golden Boot football tournament, dance festivals and Multi skills festivals. STWA students frequently support the delivery of these events and enjoy the opportunity of being sports leaders, who run, organise and officiate competitions. We receive many compliments from primary school teachers about how well our young leaders have worked with primary school children.





Sports Day

Our fantastic annual traditional Sports Day is an inter-house athletics event which really embraces the ethos of house identity, belonging and competition. Participation in events and supporting each other provides students with an opportunity to demonstrate a real sense of PRIDE in representing Cusworth, Brodsworth, Chatsworth and Wentworth Houses. We aim for maximum participation across all year groups and work hard in PE lessons to prepare all students to feel confident to sign up for events to represent their house on the track and field. There is a boys' and girls' competition per year group and for each of the eleven events, two students per house, per competition can enter. We also encourage teams to select team captains who take on a leadership role throughout the day. As spectators, we encourage all students and staff to support and applaud all competitors and we enjoy inviting the whole academy onto the field in the afternoon to celebrate the success of individual performances.

Gym and Dance Spectacular

Our Gym and Dance Spectacular is the PE
Department's pride and joy and is the epitome
of the fantastic performances choreographed by
our students in their gymnastics and dance lessons
and extra-curricular clubs at KS3 and 4. Usually
held at Easter, we annually invite 250 guests to
enjoy our show which comprises of 130 students
that demonstrate a range of floor and apparatus
gymnastics routines, high and low vaulting, tumbling
and sequences which exhibit themes of traveling
and balance. This is as well as displaying some of
our amazing choreographed dance performances,
looking at styles such as Michael Jackson, Street,
Musical Theatre and work produced by students
whilst studying our BTEC Performing Arts/Dance.







STEM

Students take part in a number of STEM activities at Sir Thomas Wharton Academy. There are a number of joint projects between the STEM subjects to incorporate contextual learning and apply subject knowledge to a variety of scenarios.

Some of these include projects on negative numbers and liquid density whereby students make a working thermometer within their mathematics and science lessons. Further examples are using coding within mathematics and ICT to code a robot. Students look at ratios in context with technology and specifically food technology using

different ratios to make different items and assessing the impact. STEM activities allow students to express their creativity within science and mathematics based subjects and investigate and evaluate their findings. Our careers programme for Years 7 to 11, and our Post 16 provision, also offer specific focussed activities based around STEM.

Science

At Sir Thomas Wharton Academy, Science enrichment goes beyond the classroom to ignite curiosity and ambition in our students. Our programme is designed to inspire and challenge through a wide range of experiences.

Students have the opportunity to attend national events such as The Big Bang Fair, where they witness cutting-edge scientific innovations and interactive exhibits. We also welcome external organisations, such as BAE Systems, through their STEM Roadshow, providing hands-on learning and real-world applications of science and engineering.

To develop critical thinking and scientific communication with our Triple Science students, we run a Science Literacy Competition where students submit essays discussing contemporary scientific issues. This nurtures analytical thinking and allows students to explore topical questions that matter in today's world.

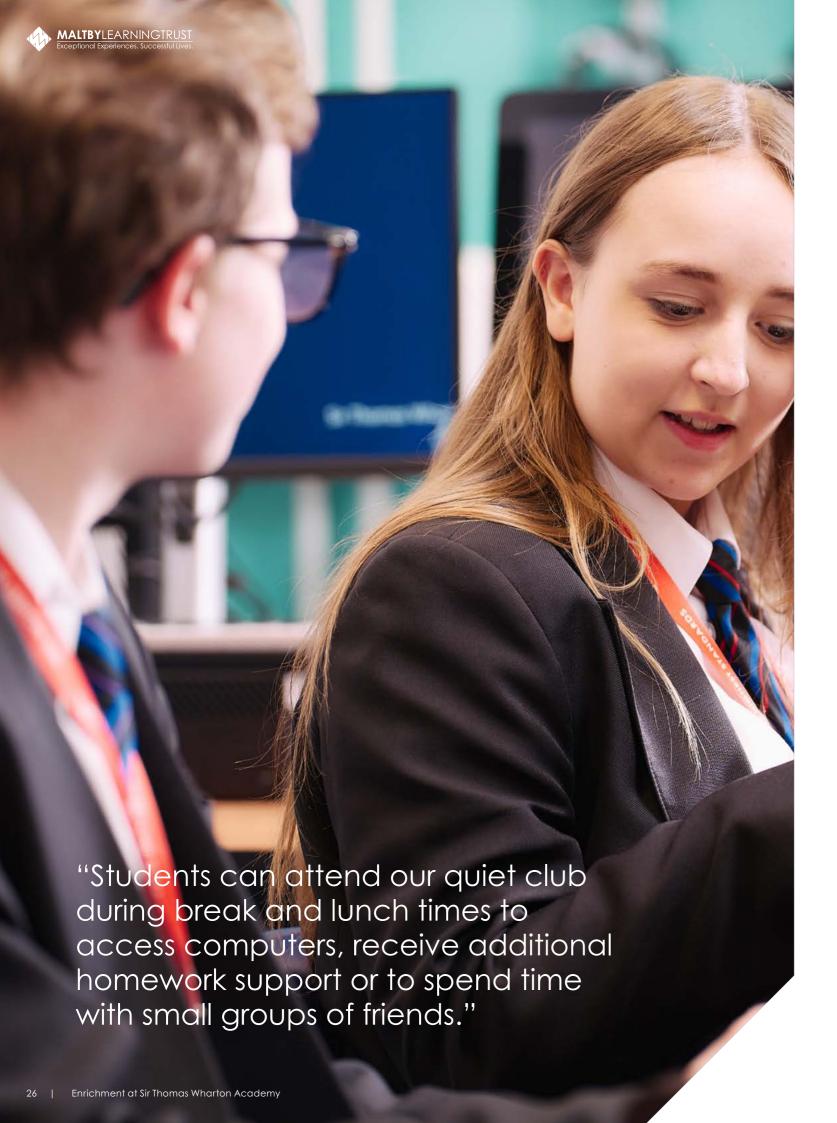
For our Sixth Form students, we offer university visits and subject-specific A-Level trips, giving them first-hand insights into life as a biology or chemistry undergraduate. These experiences help them make informed decisions about their futures and see how their classroom learning translates into university-level study.

We also encourage participation in national competitions such as the Biology Olympiad, where students challenge themselves with advanced biological concepts and problem-solving.

Through this rich and varied offer, we aim to spark a lifelong love of science, build students' confidence, and equip them with the skills needed to thrive in STEM careers.







SEND

Children with SEND are fully integrated within our school community and access all of our enrichment opportunities, alongside their peers.

We do run additional enrichment opportunities within our Thrive and Engage provisions, to support all students.

We offer a daily Quiet Club to support students who like to sit inside with a small group of friends during social times. Students have access to computers where they can work on Sparx Maths and Satchel One; sometimes students enjoy reading the news or researching their interests. Students can either bring a packed lunch or collect something to eat from the school dining room first and then come along. They can sit and chat quietly with friends, receive assistance with homework or play card games. This intervention is staffed by our SEND department and is a popular option for students who enjoy a quiet environment.

We offer a daily "Quiet Club" to support students who like to sit inside with a small group of friends during their downtime at school.

Students have access to computers where they can work on Sparx Maths and Satchel One; sometimes students enjoy reading the news or researching their interests. Students can either bring a packed lunch or collect something to eat from the school dining room first and then come along. They can sit and chat quietly with friends, receive assistance with homework or play card games. This intervention is staffed by our SEND department and is a popular option for students who enjoy a quiet environment.





Character and Culture Days

On the last day of each half term, the timetable is suspended to allow all students to partake in a range of sessions which will cultivate their characters even further.

The Character and Culture Days aim to develop our students in their life beyond school, as kind, respectful and resilient 21st Century citizens. The days are planned and delivered by STWA staff and externals to enable all students to develop skills in the following areas:

- Careers & Aspirations
- Values & Culture
- Relationships, Sex and Health Education
- Democracy in Britain
- Community Issues
- Wellbeing
- Worldwide Views & Beliefs

The Wider Enrichment Offer



Extra-Curricular Activities and Teams After School

At Sir Thomas Wharton academy we offer a wide range of extra-curricular clubs which allow students to develop skills beyond the classroom environment.

Monday

Chess Club / Dance / Football / French / Vaulting

Tuesday

Anime Drawing / Board Games / Netball / Subbuteo

Wednesda

Lego / Just Dance / Netball (fixtures) / Football (fixtures) / Drama Club / Active Fusion Alternative Sports / 3D Drawing / Mindful Colouring Positive Mental Health Workshop / Rowing

hursday

Art Club / Cricket / Tennis / Drama Club
DT Club / Maths Club (week A) / Canva Club
The Debate Society

Friday

Pride Group (lunchtime) / House Champions Club

Enriching our Curriculum

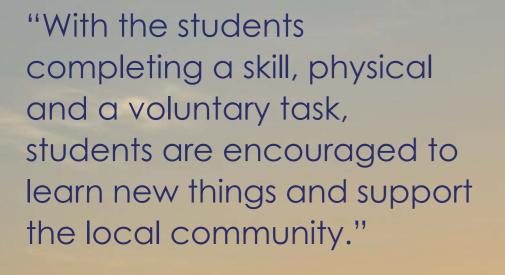
We have worked hard to re-shape our subject extra-curricular offer and have a wide range of opportunities that our young people can take advantage of.. These will include such opportunities as:

A trip to Paris, geography field trips; university visits; visits to historical areas of interest; theatre visits; Duke of Edinburgh, STEM visitors in school and many more. We hope you will join us in encouraging all students to join in some form of extra-curricular activity weekly so they can enjoy some exceptional learning experiences outside the classroom and can continue to build on their cultural capital through the new opportunities on offer.

"A trip to Paris; geography field trips; university visits; visits to historical areas of interest; theatre visits; Duke of Edinburgh, STEM visitors in school and many more."

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Duke of Edinburgh's Award

At Sir Thomas Wharton Academy, we are proud to offer the chance for students to take part in the Duke of Edinburgh's Award. With the students completing a skill, physical and a voluntary task, students are encouraged to learn new things and support the local community. The students who have completed these will get the chance to take part in the expedition, building their resilience and team working skills. This is a award that apprenticeships, colleges and universities look for as this demonstrates the level of independence that a person is capable of.







An Audience with...

At Sir Thomas Wharton Academy, every member of staff firmly believes that exceptional experiences for the students should be at the heart of all that they strive to achieve.

As an academy we are committed to exposing our students to truly inspirational individuals with the aim that we ignite a fire within our students which will enable them to chase their dreams, whatever they may be.

Each year we run our "An audience with..."
events, with the aim to further inspire the aspirations
of students. We are proud to align its aspirational
culture and vision with that of inspirational people in
the public eye, and the intention is to continue in this
vein with more inspiring visitors in the future. Having
the astronaut Tim Peake visit the academy for the
afternoon was a prime example of us achieving
our vision and growing the aspirational culture of
our school. Students listen intently as guests speak
of their incredible journeys in life and how they are
able to fulfil dreams. Visitors then answer

a wide range of interesting and thought-provoking questions from students. When students met Tim, they were in awe of the fact that they were meeting 'a real life astronaut' and were certainly inspired by Tim's story as it gave them a true-to-life example of a person fulfilling their dreams and never giving up.

This message forms the basis of one of the values at STWA and serves to further inspire the aspirations of the students. Over the past two years we have welcomed a wide range of guess into the academy, these include:

- Ashleigh Porter-Exley, the winner of the young apprentice
- The Mercians, the best up and coming indie rock band
- Beth Dobbin- Olympic Athlete
- Louise Bloor- England Women's Team Nutritionist
- Stephine Hirst- UK's number one rated radio DJ
- Luke Ambler-Ex-Rugby player, Motivational Speaker, CEO and Founder of Andy's Man Club

R THOMAS WHARTON ACADEMY

Formal Events

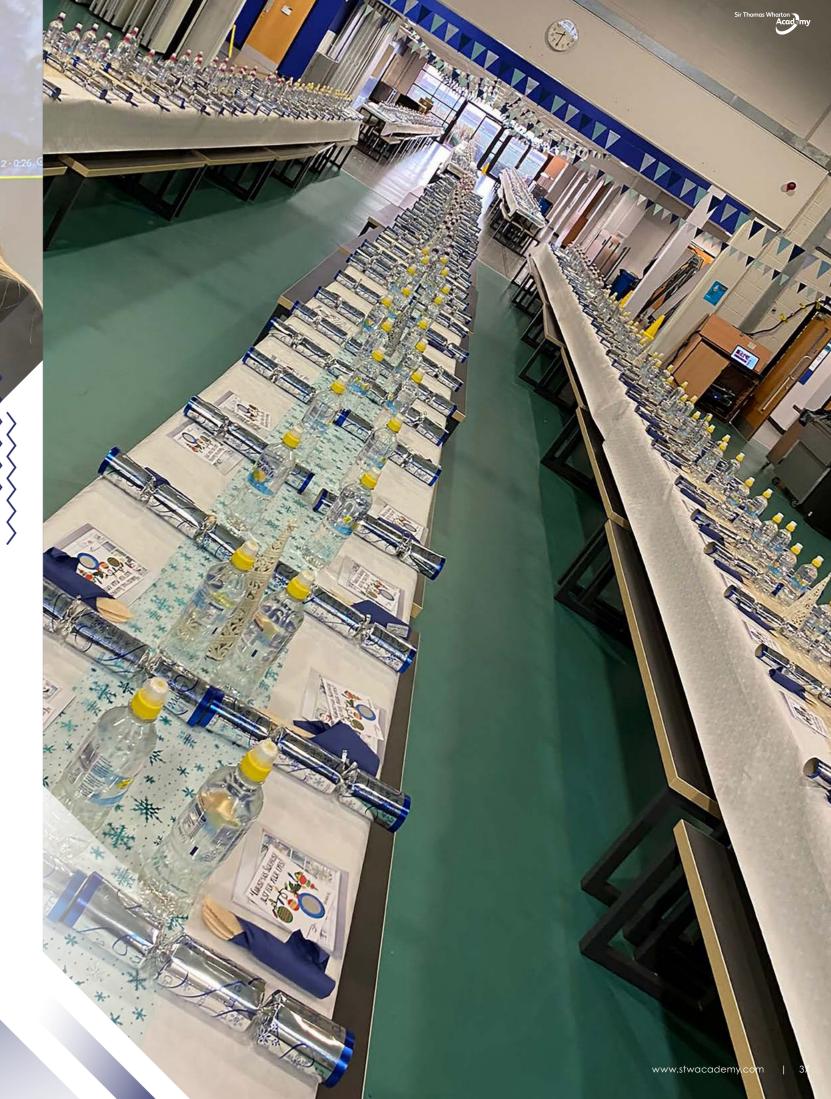
Following their five years with us, we annually hold our year 11 leavers' assembly and prom. These allow us to showcase and celebrate everything that our students have achieved over the five years that they are with us and give the students the opportunity to get dressed up and go onto Post 16 in style.



Christmas Lunch & Hampers

During the final week of school before Christmas, we hold the STWA Christmas lunch for all of our students. We invite special guests including local VIPs. During this event, all students are given the opportunity to have a Christmas dinner with their friends in the Academy and play games, enjoying the festive spirit. Alongside this, we have some special visitors to the Academy, which include Santa's reindeer!

As an academy we also hold our annual Christmas hamper house competition, this event sees every tutor group in the academy design and create a Christmas hamper for the local community. House points are awarded for participating in the event, best design and most creative hamper. Each year we are blown away by the generosity of our students.







Academy **Awards**

We hold our summer awards ceremony to celebrate the range of achievements of our students across the Academy. These showcase our best talents and students (both past and present) are invited to perform at the event. Sponsors from the local area come to the event and celebrate with us. Students are nominated by staff and receive awards for a range of things including subject awards, key driver awards and house awards.







The House System

Every student at Sir Thomas Wharton Academy is a member of a school house. The four houses – Brodsworth, Chatsworth, Cusworth and Wentworth – are named after stately homes within our local area. Each house has its own badge, colour and set of values..

All four houses contain students from Year 7 to 13, uniquely enabling different year groups to come together and compete in healthy competition, whilst also developing a sense of house identity. Students remain in their allocated house each year, with siblings being placed in the same house. Staff members are also placed in the same house as their tutor group, embodying the house spirit fully in the academy's ethos. As students and staff are split evenly between the four houses, they will work closely with students from other years and a range of staff in order to gain house points that will not only benefit them personally but also their house. House points will be available through house activities and competitions and around the academy on a daily basis.





Our House System is underpinned by our Student House and Vice Captains. In order to facilitate the organisation and running of house events, we have a team of students who fulfil the roles of House and Vice Captains to support and drive mass participation in all of our house events. The current roles within the structure are: House System Chair, House System Board and House/Vice Captains with each student being responsible for a specific house challenge. Students are able to earn house points through a variety of different activities.

Awareness Days

We recognise the importance of students being aware of wider world events and how they contribute towards their daily life. Throughout the academic year, students are presented with an array of awareness day challenges which are centred around a creative task that links to an important key date within our society. Through completion at home, students can bring in their creations and earn 100 house points.

Weekly Wins

Each week, students have a subject-based Weekly Win activity to complete which are specifically designed to help broaden your skill set, beyond the academic curriculum, to develop your charisma.

House Competitions

Sports Day is run on a house basis, with each house competing to be crowned the House champions. The sponsored walk is an opportunity for students and the wider community to come together to raise money for a good cause and to give back to those in need. Year 12 students are elected as house captains. They help organise house events and gain valuable leadership experience for their UCAS applications or CVs. We run regular house competitions within every department and host annually the Sir Thomas Wharton Academy Great Academy Bake Off and Christmas Hamper Design.

Box Task

Box Tasks are opportunities for students to unleash their creativity, find moments for mindfulness and take part in an activity that allows them to develop their artistic flair. Every two weeks, during Monday tutor, students are presented with an activity to complete in their free time which will then be submitted into the House Boxes on the atrium balconies.

Extended House Projects

Our Extended House Projects are an opportunity for students to further develop their intelligence and independence by undertaking a research project. Throughout each half term, students are assigned an inspirational leader who has made a cultural, spiritual or moral impact in society. Students have three sections of the project to complete: Research, Read, Create—full completion will mean that students are awarded 225 house points.

End of Year - House Reward

In order to reward students for their participation in house events, we provide students in the winning house with an end of year house trip. This trip enables all students in the winning house to celebrate the successes that they've achieved throughout the academic year, further fostering a sense of familial identity within the house system. All students who have contributed to the house competitions will be invited to the end of year reward event. Last year we launched our first ever end of year house rewards trip, reigning champions Cusworth enjoyed an all expanses paid trip to Xscape in Castleford where they got to enjoy 3D mini-golf, laser quest and enjoy food with their friends. This year we have gone bigger and better! We will be taking the winning house to Alton Towers where we will enjoy the thrills of the roller-coasters and explore the theme park together. We will continue to provide students with opportunities to participate in the house system and secure their invite to our annual house rewards trip.



Enrichment at Sir Thomas Wharton Academy



Student Parliament

Within the academy we provide our students with a number of leadership opportunities, one of these is to be a member of our Student Parliament.

Each member of our current Student Parliament had to develop a manifesto, complete a leadership speech and secure the votes of their peers and staff members

This year our Student Parliament have:

- Participated in and run a whole-school election campaign for our Student Parliament
- Created and delivered Christmas Hampers for ECO and Tickhill Road Hospice
- Ran foodbank initiatives in school and delivered proceeds to the foodbank
- Created a template of John the Bear to support St John's Hospice
- Acted as leading ambassadors for the school during: Y6 open evenings, parents' evenings, awards evenings, greeting and welcoming external stakeholders

- Attended the Houses of Parliament to deliver and showcase their research into the FSM campaign
- Attended food-tasting sessions to provide feedback on how school meals can be made more affordable, tasty and sustainable
- Organised fundraising events in school to support house charities
- Attended weekly meetings to discuss relevant agenda items
- Attended a D-Day commemoration ceremony and laid a wreath in honour of this

We look forward to their continued impact on whole school initiatives and further community projects in the future.

Student Voice

At Sir Thomas Wharton Academy we continually seek opportunities to listen to the views of our students which then help us shape policies and procedures as we strive to provide the best educational opportunities for each and every one of them.

Our students have provided vital feedback on the following areas of school improvement:

- Behaviour & Standards
- Teaching & Learning
- Rewards
- Year 6 to 7 transition
- Life Skills 7 Tutor Time
- Attendance
- Electives
- Careers

We will always seek opportunities to listen to and act upon all feedback that is given.









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