



St John Rigby College Student Voice Strategy

Mission Statement

We are a Catholic College dedicated to the education and development of the whole person and supporting all students to realise their full potential. As an outstanding learning organisation SJR will have a strong sense of purpose and a commitment to shared values within a Christian community. We will establish a unique, safe and challenging environment where every individual is valued, talents are recognised and nurtured, achievements are celebrated and dedication is rewarded. To achieve this as a community we will:

- Welcome all students who are happy to be educated within a Christian environment
- Value the uniqueness and dignity of each individual
- Deliver the highest standards of teaching and learning
- All show a commitment to our work, to the Christian values of the College and to the safety of all in our community
- Provide equality of opportunity, with mutual respect and positive encouragement
- Build and further develop local, national and international partnerships

Core values in daily life at St John Rigby College are expressed as:

- Genuine concern for others
- Support for and challenge of one another
- High standards and expectations
- Consistency and perseverance
- Recognition of talents, progress and achievements.

Overview

The need to engage students is already well established with the 2007 White Paper “Raising Skills, Improving Life Chances” (DCSF, 2007) and the Education Inspection Framework (Ofsted, 2019) promoting the use of users views as important aspects of self-assessment and improvement. In addition to this, we recognise that a sense of control over their lives is an important factor in building resilience in young people, and therefore we strive to give our students the opportunity to develop the skills needed to exercise such control in the safe environment of College. Strong communication skills are a key element to expressing one’s thoughts and opinions, and this links with our intention to develop the ‘whole person’ with students developing employability and communication skills

The Benefits of Student Voice

To students:

- improved attendance, engagement, retention, achievement and progression
- better feedback on the students' experience informs quality improvements
- students become empowered, more self-confident and motivated
- students learn the British value of democracy
- students have the opportunity to become directly involved in social action for the benefit of others
- services and facilities are improved to better meet the needs of students
- identification and sharing of good practice
- promotion of an environment of mutual respect
- enhanced CV for entry into higher education or employment with training.

To College:

- improved engagement, attendance, retention, achievement and progression
- students who are resilient, skilled and independent
- better quality information about the students' perspective so improvements can be made
- better decisions about staff training, resource allocation and investment
- students who feel more involved, see college as a place where they belong and are motivated to
- put something back into the college
- identification of potential barriers to learning and well-being
- enhanced reputation within the community.

Student Engagement

The involvement of students will be via several methods, to include all in ways which best match the requirements of different groups. Voices will be heard from individuals, groups, classes, tutor groups, elected representatives and 'expert' students, for example, those with specific needs who access additional support.

- Surveys
- Social Media
- 1:1s
- Student Focus Groups
- Tutor Group Representatives
- Student Council
- Tutor Group representatives
- Student Governors
- Student Council 'Hot Desks' with specific aims and objectives to gather general opinions and feedback
- Student Groups – e.g. Peer Supports, LGBTQ+, Million Minutes Group, Environmental Group

- Equality and Diversity and Wellbeing and Neurodiversity Group which have recently been incorporated into the Student Council Structure.

Procedures

- Data gathered from learners will be evaluated and fed into the College quality assurance processes. For example, subject survey responses will feed into the departmental meeting agenda and the department's self-assessment report/ action plan.
- Actions will be taken and fed into quality assurance processes.
- Responses to learner voice will be acted upon as soon as is practicably possible.
- Feedback will be publicised as utilising the “You said, we did” approach which communicates what the college has done about student feedback, through student groups, department posters, assemblies, and via SJR Weekly.
- The effectiveness of the Student Voice activities will be regularly reviewed by students and staff, as appropriate.

Creating a culture of student engagement

- Vital to the success of a meaningful student voice policy are the skills of staff and the readiness of staff to engage in the process. The College’s vision for student engagement includes the developing of a culture where staff listen actively to the views of students and students listen actively to the views of staff. In this way meaningful dialogue can take place.
- Students plan and prepare the annual Student Voice Conference, providing the opportunity to reflect on items that matter to them.
- The College contacts students who have left to endeavour to improve its service wherever possible.
- In addition, the SLT regularly invite students to talk with them directly in groups, or as individuals, giving a strong lead in creating an open culture.
- Students are actively involved in the interview process for a range of staff vacancies. These include ‘micro-teach’ activities for teaching staff and ‘student panels’ for more senior posts for which students prepare questions on matters which are important to them. In all instances, students share their thoughts and their ‘ranking’ of candidates.

Appendix: Student Voice Development Action Plan

Student Experience

This section focuses on improving the overall student experience by fostering engagement, participation, and communication across all aspects of college life. Students are encouraged to take an active role in shaping their learning environment and college community through structured feedback mechanisms, student voice activities, and inclusive representation opportunities.

Developmental Focus	Evidence of Success	Examples of what we will do	Outcomes for Students
To improve the student experience	Improved engagement, attendance, retention, achievement, and progression	<p>To ensure that we are promoting the use of user views.</p> <ul style="list-style-type: none"> • Gather student feedback through surveys, focus groups, Student Council, and 1:1 discussion. • Act promptly on feedback using the 'You said, we did' approach. • To use student feedback to inform the College Development plan at not only a whole College level but department level. • To share with students and request feedback on College policies that are student centered. 	<p>High quality experience for all students</p> <ul style="list-style-type: none"> • Improved student engagement, attendance, retention, achievement, and destination data. • Teaching and learning and pastoral support will be enhanced through listening to student views. • Student policies and procedures to be more effective and impactful.
For students to develop key employability skills e.g. communication skills	Student destinations outcomes either into full time employment, Higher Level Apprenticeships or HE. The level and standard of all students that represent College as volunteers at internal and external events.	<p>To create opportunities for students to share their views through a professional dialogue be it via;</p> <ul style="list-style-type: none"> • 1:1s with their Progress Tutor or Class Teacher • SPOTS/SPOCS • Leaver Surveys • Student Observation Focus Groups • Student Focus Groups • Student Council • Tutor Group Representatives • Student Governors • Student Voice Hot Desk • Student Groups • Student Voice Conference • Students take part in a range of staff appointment processes. 	<ul style="list-style-type: none"> • Confident, empowered and articulate individuals who can contribute positively to society. • A highly skilled and competent workforce. • Improve employability skills. • Better employment opportunities. • Better opportunities when progressing to Higher Education.

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| | | <ul style="list-style-type: none"> Students attend external conferences sharing their views and experiences communicating their concerns as appropriate to people in positions of influence. <p>The outcomes of the above will be shared with SLT and feed into the College Development Plan.</p> | |
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Student Outcomes

Student Voice activities contribute directly to improved academic and personal outcomes. By developing communication, leadership, and employability skills, students become confident, resilient, and capable of contributing positively to society.

For Students to Develop Key Leadership Skills e.g., teamwork, perseverance, confidence, motivation and public speaking

Provide leadership and enrichment opportunities including sports, career academies, volunteering, and work experience.

- In order to develop further opportunities to gain leadership experience:
- Empowerment through a Student-lead restructure of their Student Council, allowing for a more self-driven approach to student voice.
 - Embed British Values and foster respect, democracy, and active citizenship.
 - Engagement through more opportunities to communicate with staff members linked to student voice. This can be evidenced through the new Student Council Groups - linked to specific college initiatives such as the Eco Club, Chaplaincy and our marketing and communications department.

- Improvements with Engagement for students.
- Increased Communication with staff members including members of SLT who drive change within the college, allowing students to have a lasting say on their education.
- Improved communication between students allowing for the sharing of different perspectives and the ability to get to know their peers who may undertake different programmes of study whilst at St John Rigby College.

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Staff Experience

Staff play a vital role in creating a culture where student voice is meaningful and valued. The College supports staff in developing the skills, confidence, and structures required to engage students effectively.

<p>Support collaborative working between staff and student representatives to identify and remove barriers to learning.</p>	<p>Regular joint meetings between staff and student representatives with recorded actions and outcomes. Student feedback showing improved communication and responsiveness from staff. Documented changes to policies, teaching strategies, or environments based on student-staff collaboration.</p>	<ul style="list-style-type: none"> • New student voice structure with more staff involvement • Support collaborative working between staff and student representatives to identify and remove barriers to learning. • Embed reflective practice that values the student perspective in quality assurance and curriculum development. 	<ul style="list-style-type: none"> • Increased sense of ownership and partnership in their learning environment. • Improved confidence in communicating ideas and concerns to staff. • Enhanced understanding of learning processes and how to influence positive change. • More inclusive and supportive learning experiences that reflect student needs.
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Stakeholder Engagement

The College recognises the importance of engaging a broad range of stakeholders, including parents, carers, employers, and community partners, to ensure that student voice has a real impact on college development and outcomes.

<p>Involve external partners and stakeholders in student voice activities and events.</p>	<p>Increased participation of external partners (e.g., local businesses, community leaders, alumni, NGOs) in school-led student voice events.</p> <p>Positive feedback from partners and students about collaboration and impact.</p> <p>Documented examples of partnerships influencing school decisions, projects, or curriculum enhancements.</p>	<ul style="list-style-type: none"> • Invite community leaders, local organizations, and businesses to attend or speak at student council meetings, forums, or showcases. • Collaborate with external experts on student-led projects (e.g., sustainability, social enterprise, and mental health campaigns). • Partner with local government or youth councils for joint decision-making events. 	<ul style="list-style-type: none"> • Greater confidence and communication skills from engaging with adults and professionals outside school. • Enhanced understanding of how their voice can influence real-world decisions and policies. • Broader networks and increased access to opportunities, internships, or career pathways. • Improved sense of agency and belonging within both the school and the wider community.
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