



Operational & Strategic Decisions Protocol

Last reviewed on:	Autumn 2026
Next review on:	Autumn 2027

At Grimsdyke School we strive to build strong relationships with parents, carers and visitors in order to help create a stimulating, happy and safe learning environment, which continues from school to home and the wider community, providing all our pupils with the opportunity to achieve their personal best. The trust, support and co-operation of parents is fundamental to the continued success of our school.

We will always seek, where possible, to work with parents/carers in a positive manner to ensure the highest standards within school. We value the home / school relationship and, where appropriate, regularly seek the views of our community, and often choose to share the rationale for our decisions. Whilst it is never our intention to disappoint, given a community of our size, we must accept that it is not always possible to secure agreement on all issues. It is important to note that some decisions are not open to negotiation and that securing agreement is not necessary in some cases. In choosing to send your child to Grimsdyke School, we ask that parents/carers understand that all schools have the right to make key operational and strategic decisions without agreement from parents. This position is protected by law.

The following list is not exhaustive, but offers examples of areas where the school retains the right to make such decisions:

- Decisions around setting, class teacher or teacher, registrations group or teaching assistants is at the discretion of Grimsdyke School.
- Decisions regarding Behaviour or Uniform Policy (parents cannot choose for their child to 'opt out' of either policy or any of the sanctions outlined within). Indeed, parental permission or approval is not required for the issuing of a detention or Internal Exclusion.
- The nature of our rewards system and how we choose to implement it.
- Choice of curriculum content, (in line with the National Curriculum) resources or approaches to Teaching and Learning.
- Our Quality Assurance procedures, approaches to homework or marking.
- The nature of our extra-curricular offer.
- Timing of INSET / Training Days or other key events within the school calendar.
- Curriculum option pathways or subject combinations that the school decides are either in the best interest of the pupil or in terms of timetable constraints.
- The content and delivery of our internal policies and protocols.

Decisions are made in good faith and on the basis of what we consider to be in the best interests of our pupils, our community or the effective running of the school. We will use our professional judgement, expertise and experience and operate in line with DfE advice or statutory / legal frameworks in making key decisions.

We endeavour to keep parents / carers informed regarding key decisions, where appropriate, whilst also ensuring that communications to parents are kept at an acceptable level (please refer to the schools Communications Policy); it is, therefore, not possible or necessary to share all decisions or enter into dialogue about the rationale.

As stated, we will always listen to concerns that are shared with the school in a respectful manner (in line with our published Communications Policy).

Please note, however, that listening does not mean that a decision will necessarily change, or that we do not care. Sometimes we may have to respectfully agree to disagree.

Following the Complaints Procedure will not change a decision unless it determines that the school has acted unlawfully or outside agreed policy positions (please refer to the schools Complaints Policy).

Please be aware that plans change from time to time, this is often beyond our control. We will inform parents / carers as soon as possible but ask for your understanding.

Given the huge volume of complex decisions we make on a day to day basis, we will not always get everything right, we are human and will always aim to operate with the best intentions. Above all we ask parents / carers to be kind, as working together positively ensures that we can better meet the needs of Grimsdyke children.

Please note: Our published Communications Policy outlines acceptable behaviour, how we will respond to abuse and the legal protections in place.