



KINGS PARK SCHOOL

MARKING AND FEEDBACK POLICY

POLICY NO.	KPS-SRP-004
POLICY OWNER	HEADTEACHER
DATE FIRST ISSUED	
LATEST REVIEW DATE	01/09/2025
NEXT REVIEW DATE	01/09/2026

	SIGNED	DATE
HEADTEACHER MISS S J WATSON		01/09/2025
PROPRIETOR MRS AMY SAUNDERS		01/09/2025

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1.0 INTRODUCTION

Kings Park School is an independent specialist provision, offering support and education for children and young people from ages 7-16 with various individual needs. Each child and young person's support is guided by their Education, Health and Care Plan (EHCP), which outlines the provision required to meet their individual needs. With spacious, light-filled classrooms and a highly skilled team of specialist SEN staff, our school provides a calm and supportive environment where children and young people are empowered to move beyond past challenges.

Each learner follows a personalised timetable tailored to their individual needs and interests, with clear, achievable targets that promote motivation, confidence and progress. In addition to the statutory annual review process, we carry out a broad range of formal and informal assessments throughout the year to monitor progress and adapt provision where necessary.

Classes are small with up to 8 pupils, depending on the individual needs. Each class is led by a teacher and supported by a dedicated teaching assistant, with additional teaching assistants provided where necessary and stated on the child's EHCP. Children and young people will be placed in a class based on suitability rather age. Our nurture-based approach ensures that emotional wellbeing is prioritised alongside learning and our classrooms are designed to be sensory-friendly, providing calm, supportive environments that help students feel safe, regulated and ready to engage.

At Kings Park School (KPS), we place the safety, well-being and development of our students at the heart of everything we do. We are committed to providing a safe, inclusive and aspirational learning environment for children and young people with a range of neurodivergent profiles and social, emotional and mental health needs.

2.0 LEGAL FRAMEWORK AND GUIDANCE

This policy is compliant with the Education (Independent School Standards) Regulations 2014 as amended 2023-2024 and supports best practices in safeguarding, governance and school improvement.

It is also compliant with the following:

- Rehabilitation of Offenders Act 1974
- Children Act 1989
- Education Act 2002
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Education and Skills Act 2008
- The School Staffing (England) Regulations 2009
- Equality Act 2010
- The Education (School Teachers' Appraisal) (England) Regulations 2012 (as amended)

- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Amendments to the Exceptions Order 1975, 2013 and 2020

This policy has due regard to guidance including, but not limited to, the following:

- DfE (2024) 'Staffing and employment advice for schools'
- DfE (2022) 'ID checking guidelines for standard/enhanced DBS check applications from 1 July 2021'
- DfE (2025) 'Keeping children safe in education 2025'
- DfE (2024) 'Recruit teachers from overseas'
- Disclosure & Barring Service (2024) 'Regulated activity with children in England and Wales'
- Home Office (2024) 'Employer's guide to right to work checks'

This policy operates in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Complaints Procedures Policy
- Single Central Record (SCR) Policy
- DBS Policy
- Work Experience Policy
- Records Management Policy
- Data Protection Policy

3.0 PURPOSE OF THIS POLICY

The purpose of this Safer Recruitment Policy is to ensure that Kings Park School adopts robust and consistent recruitment practices that safeguard and promote the welfare of all children and young people in our care.

This policy is underpinned by the statutory guidance set out in [DfE \(2025\) Keeping Children Safe in Education](#), which places a legal duty on schools to take appropriate steps to prevent unsuitable individuals from working with pupils.

Kings Park School is committed to ensuring that all recruitment and selection procedures reflect our duty to protect children from harm, by:

- Embedding safeguarding throughout every stage of the recruitment process.
- Promoting a culture of vigilance and accountability.
- Ensuring that all staff and volunteers share our commitment to safeguarding and child protection.

This policy applies to all appointments including employees, volunteers, governors, contractors and agency staff and forms part of our wider safeguarding framework.

4.0 OUR ETHOS AND VALUES

We are guided by our school motto: ***"Inspiring Dreams, Building Bright Futures Together."*** Our core values are:

- **Kind Words:** We speak with empathy and understanding
- **Positive Minds:** We approach challenges with optimism and resilience
- **Strong Hearts:** We show courage, compassion and strength in our relationships.

These values are more than aspirations—they are embedded in every interaction, decision and environment within Kings Park School.

Kind Words reflect our belief in the power of language to heal, uplift and include. Whether it is peer encouragement, staff guidance or family communication, we model respectful, thoughtful speech in all we do.

Positive Minds encourage our students and staff to reframe difficulties as opportunities to learn and grow. We promote a strengths-based approach that focuses on what each individual child can do and how they can build confidence through success.

Strong Hearts remind us of the importance of compassion, resilience and relationships. We teach students to persist through challenges, support others and show bravery in being true to themselves.

Together, these values underpin our approach to behaviour, learning and building a safe, inclusive school community.

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This policy will be reviewed by senior leaders annually, or sooner if there are changes to statutory guidelines. At every review, the policy will be approved by The Chair of Governors.