

ETHOS & ETHICS GROUP POLICY



VANTAGE ACADEMY TRUST

Date approved:

*Date for revision(s):

Responsibility:

Approved by the Directors

Signature of Chair of Directors _____

*subject to any relevant changes in legislation or other appropriate guideline

ETHOS & ETHICS.

The general ethical principles that we outline adopt the values of 'doing positive good' and 'the avoidance of harm' and these should be at the heart of the ethos we are creating in the school.

1. Pupils

Pupils feel all are valued, unique and precious as children of God

Pupils' growth and learning are the reasons for the school's existence

Pupils are engaged in something enjoyable and worthwhile and meaningful

Pupils have a sense of pride in themselves and their school

2. Staff

All staff feel that they are valued and affirmed

Staff are accorded professional and personal respect

Staff are supported and challenged by the church and by all involved in the life of the school

All staff see the importance of, and derive a sense of fulfillment from, their work in school

Staff are committed to the Christian ethos of the school

3. School leadership

The Headteacher and foundation governors promote the Christian vision for the school

The Headteacher, governors and senior management maintain and enhance the Christian ethos of the school

The Headteacher, governors and senior management provide direction, support and encouragement to the school community

4. Relationships

Fruitful and caring relationships exist between members of the school community, characterised by Christian love, forgiveness, kindness, respect and trust and a mutual concern for each other's well-being

5. Parent – school relationship

Parents and careers are aware of and support the Christian character of the school

They feel that they are treated as partners in their children's education

They are kept informed and up-to-date

They are recognised as having a vital contribution to make, and assisted in their efforts to do so

6. Community and places of worship

The school feels valued and supported by the local places of worship and community

The school actively supports the local places of worship and community

The school supports the worldwide church

The school shares its understanding of its role with the local places of worship and its role in developing community cohesion.

7. Worship

Worship is seen as a focus for the life of the school

Pupils and staff derive inspiration, affirmation of self and strength from worship

There is an explicit link between the Christian foundation, worship policy and general practice

Pupils and staff have opportunities to experience spiritual growth from worship

8. Teaching and learning

The learning experience is stimulating and demonstrates the core value of care for each other

Organisation of, and access to, resources encourage independence and inter-dependence

The school provides a calm and purposeful environment in which the work and life of the community is able to flourish without interruption or intimidation

The school challenges pupils to achieve their full potential

9. Extra-curricular activities

Opportunities are provided for personal development, including spiritual development

Good relationships are fostered outside the taught curriculum

10. The physical environment

The school witnesses to its Christian foundation through visual symbols

The school witnesses to its Christian foundation by being a secure, welcoming and inspiring environment

The school provides an environment where individuals may grow spiritually being aware of the diversity of faiths within its community.

All feel a shared responsibility for the environment

11. Equality and justice

There is a commitment to promote the Christian values of justice, equality and respect for the individual, which is understood and shared by all and reflected in the everyday life of the school

Good order is achieved and maintained with justice and compassion, protecting the needs of all and plays its part in understanding and developing community cohesion.

Actions for Group

- ❖ To meet at least twice per year.
- ❖ To review the School's Mission Statement incorporating the values found in this document.
- ❖ To ensure these principles underpin the schools development plan.
- ❖ To monitor the progress of the school against these principles.
- ❖ To encourage the school to adopt key actions that will bring life and real engagement with these principles.

Ratified by the Governing Body: 2009 2015

To be reviewed: 2018