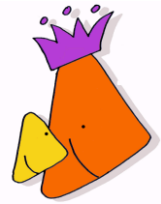




King's Hedges Educational Federation



Ethos, Vision and Values

Ethos – Our children are our priority. Everything we do as a school encourages each child to achieve their very best.

Vision – Excellence, achieved through care, creativity and challenge.

Respect and trust – Staff members deal straight with each other, with pupils and with parents. Pupils learn to respect adults and each other and to take pride in their own behaviour. Every pupil is encouraged to understand their own learning objectives and to work towards them.

Pupils – Our systems drill down to each separate child and check that they are receiving the attention and making the progress they need. Examples are:

Accelerated Reader in respect of reading and comprehension;

Target Tracker, used both by teachers to ensure that every child is making good progress and by managers to ensure that every teacher is adequately addressing every child.

Senior leaders support staff in managing school and class issues. We educate the whole child: we educate pupils to perform well academically; and we educate them to become resilient happy members of the community, cooperating with each other and learning broadly to be good citizens, to play, to compete appropriately, to use IT and the internet safely, to perform artistically and athletically, and to enjoy art and performance.

Parents – We involve parents in the education of their children and keep them well informed. We support parents and assist them to access support from the LA and other agencies. We challenge parents where necessary.

Staff – The Head and senior managers have a clear and up to date sense of the performance of all staff members and will give immediate support if that is requested or, in the leaders' judgement, desirable. The Federation's systems are designed to allow staff to work efficiently, minimising (to the extent practicable and permitted) record keeping for its own sake, providing good IT equipment and back-up for record keeping and for teaching, and maximising availability of shared resources and teaching plans. Training of staff is a regular part of Federation life and we expect staff to develop their skills and careers. Wherever possible, we provide promotion opportunities within the Federation; but if it is not possible, we support staff members seeking to move. We address any under-performance, initially with informal support and, if it continues, through the capability procedures.

Spiritual, Moral, Social and Cultural development – Pupils' spiritual, moral, social and cultural development, and within this the promotion of fundamental British values, are at the heart of the Federation's work. We are a secular organisation. We teach pupils about the major world religions and about non-religious beliefs; pupils learn to respect faiths, feelings and values.

Strong systems – We have developed good systems and continually challenge ourselves to improve them. They are Federation wide. Examples are:

The behaviour policy;

The use of subject leaders and the development of consistent teaching models for each subject;

Clear and specific (positive and negative) feedback to staff and to pupils;

Strong financial systems;

The application of clear discipline and capability systems at all levels of staff in the Federation, even if this may involve challenging important or critical people.