

ETHOS, VISION AND MISSION

Legal Status:

- Complies with Regulation 3(3)(7) of the Education (Independent School Standards) (England) Regulations 2010, Safeguarding Children and Safer Recruitment in Education guidance and HM Government Guidance "Working Together to Safeguard Children" 2010 along with any further amendments as they are published.

Applies to:

- Whole School including EYFS

Related Documents:

- School Policies
- Website

Availability

This policy is made available to parents, staff and pupils in the following ways: via the School website, and on request a copy may be obtained from the School Office.

Monitoring and Review:

- This policy will be subject to continuous monitoring, refinement and audit by the Headmaster.
- The Proprietor undertakes an annual review of this policy and of the efficiency with which the related duties have been discharged, by no later than one year from the date shown below, or earlier if changes in legislation, regulatory requirements or best practice guidelines so require.

Signed:

Mr NJ Dawes
Headmaster

Date: January 2016

Mr J Shipp
Proprietor

Our School Ethos

Life at Grittleton House School is shaped by our commitment to provide 'An education that lasts a lifetime'. Although non-denominational, we are essentially a Christian school and maintain these ideals in all that we teach and undertake. Emphasis is placed on personal faith, natural respect, integrity, friendship and the need to discover and develop individual talents.

We believe that, with love, guidance, encouragement, discipline and hard work, every child can do so much more than he or she may consider possible. Our objective is that your child should leave fulfilled, enthusiastic, self-disciplined and fully confident to meet the increasingly difficult challenges of life.

We aim to ensure that each child's first crucial steps in the world of education are compelling and exciting enough to draw them into the magical world of life-long learning so that it becomes a joyous and integral part of their daily existence. We endeavour to find and then enhance these talents, whether they be creative, intellectual or athletic, employing the dedicated skills of a versatile, professional staff, most of whom have a Christian commitment.

Our School Background and Philosophy

Grittleton has always had an outstanding reputation as an all-through school for boys and girls between the ages of two and sixteen. It has firmly established itself as a traditional, yet exciting school where parents from many backgrounds send their children.

Central to our ethos and all our activities is a caring and nurturing outlook, and all children at Grittleton are taught this through the eyes of a Christian. Nevertheless we recognise that children should learn about the variety of belief systems that exist in our society and therefore all pupils receive some instruction in the other main world religions. Emphasis in the school is thus on the development of Christian values, i.e. a caring and considerate attitude to others, good manners, self-discipline, service to the community and the pursuit of excellence. All this, of course, has a direct bearing on our curriculum design.

Helping a child develop with all or some of these qualities is very difficult without the cooperation of the parents concerned. It is because of the fundamental importance of the home that we encourage parents to take an interest in all facets of school life.

At Grittleton House School, we aim for all our children to be happy, confident learners who achieve their potential.

Happy – Thoughtful considerate learners who enjoy coming to school and engaging in learning

Confident – Independent, enquiring and articulate thinkers who are prepared to face new challenge with confidence and eagerness.

Achieving Potential – Through making exceptional progress as an outcome of excellent teaching, support and a broad creative curriculum

Our School Attitudes and Discipline

A school's pastoral policy and approach to discipline are crucial factors in its effectiveness as an educator of children for life. Our objective at Grittleton is to develop the highest standards of motivation and behaviour in a supportive environment. To these ends, we endeavour to ensure that each child develops a strong sense of responsibility, self-discipline, care and tolerance for the views of other people.

A Positive Attitude

We are committed to ensuring there is an ethos of enthusiasm in the school, with emphasis being placed on positive rather than negative aspects of behaviour. We believe that if children are praised and rewarded for the positive things they do (e.g. showing sensible behaviour, courtesy, self-control, a caring attitude, hard work, etc), this will serve not only to encourage these desirable aspects of behaviour at school and in the home but also to foster these traits in all aspects of the child's life.

Discipline

Children at Grittleton are made aware that certain standards of behaviour are expected from them. We recognise the need for consistency throughout the whole school, so that all staff expect the same standards of behaviour and

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that all issues are dealt with in a similar way. In the first instance, individual members of staff are responsible for exercising moderate discipline in line with the school's general policy. If necessary, the matter may be referred to the Junior School Co-ordinator or Headmaster. We believe it is important that once an incident has been dealt with, it is considered 'over and done with' and will not be referred to again. If a child has been disciplined, it is our policy to find something positive to say before the child returns home. This restores the child's self-esteem and communicates to him/her that he/she is still much cared for.

The Grittleton House School Child

The ethos is best seen in our three aims for a Grittleton School Child. We believe these aims to be essential to achieve happiness, contentment and fulfillment in later life. It is hoped that each child in our school will be:

- **Well educated** with a love of learning, ready to engage with a wider world;
- **Happy** and self-confident with a good sense of humour;
- **Generous in spirit**, kind to others and aware of others' feelings;

Our School's Academic Mission

The Academic Mission of the Grittleton House School seeks to:

- educate the whole child by providing opportunities in breadth and depth for the concurrent development of all dimensions of school life – emotional, spiritual, academic, cultural, aesthetic, moral, physical and practical;
- discover and develop the unique talents and abilities of each individual, in accordance with the philosophy and vision of our foundation;
- adopt a forward-looking and innovative approach which reflects our awareness of current and future trends without sacrificing traditional strengths;
- provide high-calibre staff who are themselves open to learning and who are given appropriate training opportunities to enhance the educational life of the school as an integral part of their professional development;
- provide quality learning environments with a happy, vibrant atmosphere, and within them a sense of purposeful learning and a climate of open, friendly communication, mutual trust and respect; and
- create a culture of achievement and positive reinforcement at all levels of ability through appropriately differentiated expectations.

Our commitment to learning is fundamental to achieving our Academic Mission. Through this Mission, we aim to:

- develop individual potential, willing and autonomous learners, and the highest standards in spiritual, social and academic life;
- provide a programme of lessons and activities which will best develop literacy and numeracy skills;
- enable children to acquire knowledge of, and respect for, moral and cultural values;
- sustain and nurture the partnership between home and school;
- affirm concern for others, expressed by our courteousness and discipline;
- recognise, appreciate and celebrate cultural, aesthetic and creative achievements;
- create a stimulating and happy environment in which children can reach their full potential;
- establish a caring community in which children are supported and support each other;
- foster self-respect, self-discipline and a sense of responsibility and concern for others;
- encourage love and care for the local and world environment and community;
- provide a broad, balanced, relevant, rich and differentiated curriculum;
- foster a positive and enquiring attitude to learning which encourages self-motivation and perseverance;
- promote close partnerships with parents and the local people and organisations;
- provide a curriculum appropriate to the needs of each child, which whilst being based on the National Curriculum goes above and beyond it as is appropriate;
- provide continual assessment and evaluation to monitor each child's progress.

Our School Staff Vision

All staff must strive for the well-being of the children, observe a purposeful code of conduct and work in harmony with one another to create an environment and a sense of common purpose which we would desire for our own children. Staff should aim to:

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- help the children to achieve our educational aims;
- create a happy working atmosphere;
- develop children's self-discipline and self-control;
- encourage children to achieve in all aspects of the learning process;
- ensure that children recognise and respect the rights of others;
- help the children to work as a team and as individuals;
- help children to learn to support and help each other;
- create an awareness of the values of honesty, fairness and respect for others;
- facilitate sensible and rational solutions to conflicts; and
- encourage accountability for behaviour.

When speaking to children, staff must be:

- expectant of good behaviour;
- sensitive to the emotional and intellectual understanding of the child;
- calm but firm;
- assertive when the situation requires it;
- ready to encourage; and
- positive in comments.

Our School Rules

Our general school rules, which may be supplemented by specific classroom rules are:

- Be kind, helpful and gentle
- Listen to each other
- Try your best
- Look after your school and property
- Keep smart and tidy
- Respect your teacher and friends