



COOMBE  
WOOD  
SCHOOL

# Culture & Ethos Policy

## **Policy Area**

Key Document

## **Version**

1.0

## **Adopted by the Full Governing Body**

July 2018

## **Next Review**

May 2019

# Coombe Wood School Mission Statement

Displaying and developing the human values of teamwork, respect, enjoyment, discipline and sportsmanship in our daily lives, as we journey together towards discovering and reaching our true personal bests.

**TEAMWORK**

**RESPECT**

**ENJOYMENT**

**DISCIPLINE**

**SPORTSMANSHIP**

**STRIVING TO BECOME THE HEALTHIEST SCHOOL IN THE COUNTRY**

## **Coombe Wood School - our core values**

### **Teamwork**

We communicate with confidence and inspire others through our actions and words.

We take part, never give up and cooperate with our whole community.

We show empathy and offer help if someone needs our support.

### **Respect**

We are polite and cooperative towards all members of the CWS community.

When someone is talking, we listen and offer eye contact and positive body language.

We say thank you, open doors for people and cherish our learning environments.

### **Enjoyment**

We are positive learners and thrive on the challenges our teachers set us in class.

We approach every task with a positive mind-set and get the most out of every situation.

We train hard, perform at the top of our game and take enjoyment from what we achieve.

### **Discipline**

We show self-control at all times and understand that things may not always 'go our way.'

We know that our rules are there to help us and follow them first time, every time.

We find reasons to be focused, rather than finding reasons not to be.

### **Sportsmanship**

We recognise the importance of fairness and are prepared to be honest about what is fair.

We are proud of what we achieve and proud of what others achieve.

We value our community and say 'well done' to others when they achieve great things.

*(Contributions from the first ever students and parents / carers of Coombe Wood School have helped us to construct this picture of what an outstanding CWS learner looks like - thank you all for your cooperation.)*

## Culture & Ethos

This policy and the practice which flows from it are at the heart of the School's drive to deliver its vision. Promoting and maintaining excellent standards of conduct is one of the School's key aims. That aim is fundamental to enable every person to achieve their potential and learn to become an effective, independent, self motivated learner.

High standards of conduct and effective learning go together. Just as we teach and model effective learning in the subjects of the curriculum it is essential that we model and teach the excellent conduct for the learning we expect people to display at all times.

This Culture & Ethos Policy provides a clear set of expectations for those who belong to our School Community. It stands alongside the School's Behaviour Policy which provides a clear framework for students which reports and rewards excellent behaviour for learning which will be made clear to students, their parents and staff. The Behaviour Policy also provides a clear sequence of consequences and sanctions to ensure that all students understand the boundaries. The clarity and detail within the Behaviour Policy is an indication of the seriousness of our intention to ensure that every student learns to meet our high expectations in this key aspect of School life.

## Key values and principles

Coombe Wood School has five core values which will permeate every aspect of the school curriculum:

**Teamwork** - working together and effectively participating is the most satisfying feeling for any young person in seeking their next positive experience. There is comfort in numbers when things go well and when things don't. Remembering the core belief that a school should not have any 'islands' within it, the school community will act like a team around the individual to ensure they feel loved and well supported. Even the person working on their own like a time trial cyclist has a team behind them which projects them into a winning position. A student struggling to understand a key concept in maths can be supported by their friends, their teacher and their parents. Together they can aspire, together they will achieve.

**Respect** - people learn from the habits of others - parents, friends and teachers. A school which has weak links of respect within it fails to model the way to excellence. Modelling high expectations and high standards for others is the first step to gaining respect and creating a healthy environment which shares and celebrates people's achievements. People give respect to those who are genuine in their intentions and who work tirelessly for the benefit of others. When respect can be held for another person there becomes a more positive relationship which in turn develops trust. Trust creates an environment where anything is possible.

**Enjoyment** - when people are enjoying themselves they hold their head up high and look around them. When they are unhappy their head drops and they miss out on so many opportunities. Schools are full of opportunities for students, staff and parents. The school community therefore, must offer enjoyable and memorable experiences for people. All students and staff must open their eyes in the morning and be excited about what lies ahead. The goal is that staff and students wake up in the morning and say to themselves; 'today is going to be a great day'. Life moves fast so you might as well enjoy it. Even when things are tough don't turn your back, don't give up. Enjoy and embrace the challenge knowing that when you win you will be happy and when you have lost but done your best you will be satisfied.

Discipline – every school has a behaviour policy but discipline needs to run deeper than this. Discipline is more to do with conduct. The way in which a person self-regulates their behaviour. To have self-discipline means that a calm environment can be maintained at all times. People must be thoughtful of others in their words and actions to create opportunities to succeed. To be successful, specific pathways must be followed. If people falter along their journey it may mean they fail to reach their personal best. To be disciplined in life does not mean to just follow laws and consume energy from those who watch over us. To be disciplined means to embrace the message of the law and produce energy which others can feed upon. Living a disciplined life inside and outside of school, making the right choices and meeting with triumph and disaster with the same positive attitude will lead to a well-rounded and well-grounded existence.

Sportsmanship – when things are difficult people must be encouraged to have a go and show endeavour. To opt out and turn your back on your team mates or the task in hand fails to improve our intellect and understanding. People must all try their hardest in everything, knowing that should they falter along the journey there is always someone to support them and give them the recognition they deserve. There is nothing more satisfying than giving something your all and being able to say to others when the battle is over – ‘well done I admire your courage’. Sportsmanship displays more than self-regulated discipline or team work. It is an empathetic attitude which benefits and celebrates others’ achievements. A school community which is permeated with sportsmanship enjoys the challenge and shows respect for the work that those within the community demonstrate.

Of course these are values traditionally associated with the sporting arena and they are indeed key ingredients of a successful sportsman. However, at Coombe Wood School we believe in the positive power of these values in every area of our lives. That is why you will see in our induction pack link located later on in this document, that students have been asked to begin thinking about how we must live out these values even before they have set foot in the school. They will be shaping the behaviour for learning and behaviour for Health Related Fitness posters that we display everywhere and they will be rewarded for living out these values through our rewards scheme. They will form the bedrock upon which our students develop into outstanding, rounded young adults.

### **Procedures in the classroom for staff**

The first action to ensure that poor conduct is reduced or eradicated from the classroom is through improved pedagogy. By teaching 100% good or outstanding lessons we will reduce the number of times the Behaviour Policy is called upon. This does not mean that using the Behaviour Policy is a weakness in a person’s pedagogy, it means that by reflecting and developing our teaching practice we are capable of putting the student’s needs first and maximising the opportunity to reward rather than using sanctions. Saying this, sanctions are essential both as a deterrent and to set boundaries as a means to prevent more serious behaviour becoming common place. Staff must see the procedures that they follow inside and outside of the classroom as a way of promoting our positive culture and ethos. Our high expectations and enthusiasm to tackle the smallest of issues is essential. These range from the presentation of our work to the way people conduct themselves. As a community we need to recognise that by ‘sweating the small stuff’ we will reduce more serious behaviours. The ‘CWS Toolkit’ is way of scaffolding support to find success in promoting a united culture and ethos.

### **British Values**

At CWS we firmly believe that as part of a broad and balanced curriculum people must be well supported in their spiritual, moral, cultural, mental and physical development. Part of this is the way the School promotes British values. It is right that all members of the CWS Community are encouraged to regard people of all faiths, races and cultures with respect and tolerance. While people are different we should understand that people hold different views about what is ‘right’ and ‘wrong’ but at the same time all people living in England are

subject to its law. This Culture & Ethos Policy supports the rule of English civil law and criminal law and we will not teach anything that undermines it.

Through our relationships with one another we aim to do the following:

Enable all to develop their self-knowledge, self-esteem and self-confidence;

Enable all to distinguish right from wrong and to respect the civil and criminal law of England;

Encourage all to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the School and society more widely;

Enable all to acquire a broad general knowledge of and respect for public institutions and services in England;

Further tolerance and harmony between different cultural traditions by enabling people to acquire an appreciation of and respect for their own and other cultures;

Encourage respect for other people; and

Encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

We promote on a daily basis within our community the following fundamental British values:

***Democracy*** – influencing decision-making.

***The Rule of Law*** – protecting people’s well-being and safety.

***Individual Liberty*** – freedom of choice.

***Mutual Respect*** – accepting of other people’s faiths or beliefs.

***Tolerance*** – identifying and combatting discrimination.