



All Saints'  
Academy  
Cheltenham

# ETHOS POLICY



2020 - 2021

## All Saints' Academy, Vision, Ethos and Mission

### Our Vision

Where every member of our extended family realise their God-given potential, inspired by John 10:10. Jesus said 'I have come so you may have life in all its fullness'.

### Our Purpose

To be a beacon of hope founded on Christian values serving Cheltenham and the Diocese of Gloucester where there is excellence in learning, achievement and fulfilment.

### Our Ethos

All Saints' Academy is an Anglican Church Academy serving the community of Cheltenham, sponsored by the Diocese of Gloucester.

All Saints' Academy is a learning and loving community which seeks to be a sign of reconciliation, living in the hope of the Gospel. The Academy strives to live out the values of the Gospel and bear witness to the teaching of Jesus.

In order to achieve this, the Academy will: recognise that every individual is created in God's image and is worthy of respect; fulfil the potential of all students by providing an excellent holistic education; nurture the spiritual development of all within the Academy community, whilst recognising that faith is a free response to God and cannot be imposed; foster a search for truth; work for the common good, instilling in students a desire to serve others and work for justice and peace.

The academy will uphold the tenets, teachings and practices as governed by the Bishop of Gloucester.

### Our Mission

At the heart of All Saints' Academy is the belief that Christ is at the centre of all we do and are. Rooted in His teaching, we seek to fulfil in every member of our community their full potential so they are able to 'live life to the full' and recognise that they are called to use their gifts and talents for the benefit of all.

We seek to do this by:

- providing a safe and secure environment where faith, prayer, compassion and reconciliation are visible in word and in action;
- providing an excellent education with a broad, balanced and creative curriculum which will allow everyone to discover their potential and to develop and share their unique talents;
- providing opportunities for all to be nourished and challenged both academically and spiritually in their respective beliefs;
- respecting and valuing the diversity of all, believing that everyone is created as a unique individual in the image of God;
- building a resilient community able to reach out and support others, both locally and globally;
- modelling through the Academy's policies, practices and values a concern to serve the common good, a heart for justice, a desire for reconciliation and the need to protect and sustain the environment.

## Our Values as seen in the All Saints' Academy Prayer

Dear Lord

Teach us how to **respect** others,  
and to **love** and **serve** one another  
in all that we do and say.

And when we get it wrong, give us the  
strength to get it right and be **reconciled**.  
Lead us to **justice** through your words  
of wisdom and guide us to everlasting  
**peace**.

Amen



All Saints'  
Academy  
Cheltenham

## Our Roles

The roles of different staff members are essential in promoting, upholding and developing our Christian Ethos, whilst promoting the teachings of the Anglican Church.

### Principal

The Principal is responsible for providing inspirational, accountable and transformational Christian leadership to the Academy, promoting, upholding and developing its Christian Ethos:

- A role model to staff, students, and parents at all times through word and action;
- Visibly demonstrates and raises the standards expected in the Academy, as seen in the values;
- Ensures that the Ethos is given sufficient resources, drive, and staff seniority to allow it to develop, grow, and firmly underpin life at the Academy;
- Is line-manager to the Chaplains to oversee the Spiritual life of the Academy, and to monitor the effectiveness of Collective Worship provision.

### Chaplains

The Chaplains lead, together with their line manager for Ethos, the Spiritual life of the Academy, ensuring that all staff and students have a variety of opportunities to discover, experience and broaden their spirituality by:

- Being Christian role models, demonstrating how to live following the teachings of Jesus, on a day-to-day basis;
- Supporting and nurturing all students and staff, pastorally and spiritually;
- Responsibility for Collective Worship provision, including planning yearly calendar and weekly themes, overseeing monitoring and evaluation, organising celebrations of key Christian festivals, and supporting students and staff in their delivery of Collective Worship;
- Preparing and developing inspirational and engaging Collective Worship which will explore, challenge, and expand the students' understanding of spiritual, moral, social, and cultural issues relating to the weekly theme;
- Ensuring that the Academy's distinctive Anglican

identity is practised and understood;

- Working ecumenically with local churches;
- Developing the use of the Chapel as an essential place for reflection, prayer and other appropriate activities, for both students and staff;
- Encouraging, supporting and overseeing all Charity events and use of Fairtrade in the Academy, working collaboratively with staff teams and student groups;
- Establishing a student and staff Chaplaincy team to aid the growth of Chaplaincy within the Academy;
- Working alongside leaders and Governors in embedding the Christian ethos and Academy Mission statement.
- Promote the Bishops Award and other programmes that promote the Academy Ethos
- Support the LIFE programme and the extended spiritual worship in tutor groups.

## Our Roles

### Academy Leadership Team

The Senior Leadership Team (SLT) is responsible for supporting Chaplains and Assistant Vice Principals responsible for developing Ethos in their roles:

- As role models for staff and students;
- clearly demonstrating the Academy values and upholding all aspects of the Ethos;
- working with the Chaplaincy Team to monitor Collective Worship provision across the Academy;
- helping the Chaplains to lead Collective Worship in weekly Year Assemblies;

### Pastoral Teams

- Progress Leaders and Form Tutors, will uphold and promote the Academy values across their years and forms.
- Form Tutors will lead form time collective worship every day in morning form and promote the Bishops' Award programme.
- Progress Leaders will monitor Meet, Greet, Pray and extended form worship, undertaking formal observations of form times.
- Pastoral teams provide the necessary support and help to all students.

### Governors

The Governors are responsible for ensuring the Christian ethos and teachings and the Anglican Church are upheld in all aspects of Academy life, and to hold the Principal and SLT to account for their decisions and actions. They will:

- Ensure accountability for the Ethos of the Academy at every level of leadership, management and decision-making;
- Support the Principal, SLT and staff as they seek to promote the Ethos in Academy life;
- Monitor, evaluate and challenge the way the Ethos is upheld and developed.

### All Academy Staff

All staff will uphold, promote and embody the Academy Vision, Mission and Christian Ethos to ensure that they are role models for students, parents and visitors in their words and actions.

### All Students

All students will take part in daily collective worship and live out our Christian values through supporting each other and the community.



## Our distinctive Anglican identity

Our Academy is the only Christian Secondary school in Cheltenham.

We are an educational environment, which allows students to encounter and engage with the Christian faith in many different ways.

The traditions and practices of Christianity offer the students a rich variety and long heritage of spiritual opportunities and experience.

We aim to allow the distinctiveness of all faith and church traditions to shine through in our Academy life, giving us many reasons to celebrate and appreciate each other, as well as living out Christ's prayer in John 17:21;

"That all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me."

### Chapel

The Chapel is a place for Spiritual reflection, quiet time and prayer, and is available to all staff and students.

The Chapel is open to everyone regardless of beliefs or religion. It is also a place for Catholic Mass and Anglican Eucharist as well as being a space for:

- Thinking about what you believe
- Quiet time and reflection
- Talking about problems
- Building friendships

Our Chaplains lead, develop and oversee the use of the Chapel so that it is used by as many members of the Academy community as possible in appropriate ways including:

- Chaplaincy team meetings
- RE lessons led by Chaplain and local clergy
- 1:1 support for students

The Chapel is open every break and lunchtime for students to use.

The Chapel and Prayer Space is designed to be a comfortable, reflective space for both staff and students decorated with a range of images and spaces to encourage reflection.



## Our distinctive Anglican identity

### Retreats

It is a key aim to give students and staff opportunities to explore their spiritual, cultural, moral, and social development away from the Academy environment. Retreats are a significant way for everyone to have time to reflect upon these areas and the Academy values, as well as building relationships, trust, and community. The time spent away from the normal teaching environment offers experiences that a classroom alone cannot provide. Retreats are an essential part of the school calendar for every student and staff member. The Chaplains will organise retreat days for various year groups and a staff retreat day will take place annually on the first day of term after the summer break.

### Local Churches/Clergy

As an Anglican Academy it is so important to us to work ecumenically with the local church community and we meet regularly to plan how we can link our faith with local churches. We involve the local clergy in various liturgical events throughout the school year including Christmas and Easter celebrations. Local clergy are invited to provide assemblies and teaching, highlighting our faith traditions. This helps all our students understand and appreciate the traditions and practices within our community. Through our work we welcome local parishioners to come and pray with staff and students.



## Our Worship

Collective worship is at the heart of daily life in the Academy. Students engage in daily acts of worship and prayer based on Christian teaching, in form time and House assemblies, understanding their relevance in today's world, whatever their beliefs or background. Every day begins with the Academy prayer, which encompasses all the values we want every member of the Academy to live out. Collective Worship is the collective responsibility of the whole Academy as it is the foundation for how our Christian Ethos is lived out every day.

### Aims of Collective Worship

- Collective Worship will happen each day in morning form, weekly in Assemblies, and in whole-school celebrations.
- To give students an opportunity to reflect and respond, in creative and meaningful ways, to the Christian message and issues of faith.
- To think about the impact of faith in people's lives.
- To experience and participate in a variety of acts of worship to mark major Christian festivals and to understand the distinctive practices of the Anglican and including the Catholic Church.
- To help students to see the contribution they can make to God's world and to encourage action through participation in different projects to make it a better place for all people, including charity events.
- To engage students in taking responsibility for the projects that will also have both a local and global impact.
- To allow students time to discuss their opinions and beliefs prompted by the Collective Worship resources seen in form time.
- To give the start of the Academy day a strong focus and to make a time of prayer and worship a priority.

### Expectations of Staff

- To complete Meet, Greet and Pray every day in morning form time and to have an extended worship every week.
- To lead students in Collective Worship whatever the personal beliefs of the individual teacher.
- To value and prioritise the role of Collective Worship in the life of the Academy and daily form routine.
- To raise expectations and involvement of students in their form in Collective Worship.

### Expectations of students

- To show respect during Collective Worship, whatever their beliefs, faith or opinions.
- To participate fully in Collective Worship through personal reflection, discussion as a form and action where suggested.
  - To be willing to think about their own opinions and beliefs and how they respond to God and others.

### Quality Assurance

- SLT and Progress Leaders will carry out observation of form time to assess the quality of collective worship and help staff to develop this area of responsibility. The data collection sheet is shown in Appendix 1.

## Our Values in action

Our six key values are based on the Gospel message which provides hope for all. These are at the heart of our Christian Ethos. We expect all members of the Academy, staff and students alike, to understand and to live out those values. This will be evident in their words, attitudes and actions in the classroom, corridor and community.

These values unite us as one community as we strive to achieve our Mission Statement, and are supported by verses from Scripture. They affect every aspect of life at the Academy and shape how we work, interact and learn.

### Our Christian Values

<p><b>Respect</b></p> <p>Matthew 7 12 "Do unto others as you would have them do to you" Romans 12:10 "Be eager to show RESPECT for one another."</p> <p>We can show respect by – Listening to others and trying to understand their points of view. We should always show good manners, for example, holding the door open for another person. We will embrace all people regardless of their race or sexuality.</p>	<p><b>Love</b></p> <p>John 13:34 "LOVE one another as I have loved you." Mark 12: 31 "The second is this: 'LOVE your neighbour as yourself. 'There is no commandment greater than these.'"</p> <p>We can show love by – Supporting a charity that helps other people. We will not say things that can upset others; but we will say things that encourage others.</p>
<p><b>Serve</b></p> <p>Mark 9:35 "Whoever wants to be first must place himself last of all and be the SERVANT of all." John 12: 26 "Whoever SERVES me must follow me; and where I am, my servant also will be. My Father will honour the one who serves me."</p> <p>We can show service by – Going out of our way to help others. Being good stewards (servants) of the Earth by looking after our environment, for example, recycling plastic bottles.</p>	<p><b>Justice</b></p> <p>Hosea 12 6 "So now, come back to your God. Act with love and JUSTICE, and always depend on him." Amos 5:24 "Let JUSTICE flow like a stream, and righteousness like a river that never runs dry."</p> <p>We can show justice by – Supporting charitable causes that help vulnerable people. When we observe something we know is wrong we will take the appropriate action to stop this happening in the future.</p>
<p><b>Reconciled</b></p> <p>Colossians 3 13 13 "Try to understand other people. Forgive each other. If you have something against someone, forgive him. That is the way the Lord forgave you." 2 Corinthians 5:20 "Be RECONCILED to God."</p> <p>We can show reconciliation by – Resolving disagreements and working together to repair our relationships.</p>	<p><b>Peace</b></p> <p>Matthew 5:9 "Happy are those who work for PEACE. God will call them his children." Hebrews 12: 14 "Make every effort to live in PEACE with everyone..."</p> <p>We can show peace by – Following Ready to Learn, because this will enable all students to learn in a calm environment. Making sure that what we say to others is positive and helpful.</p>

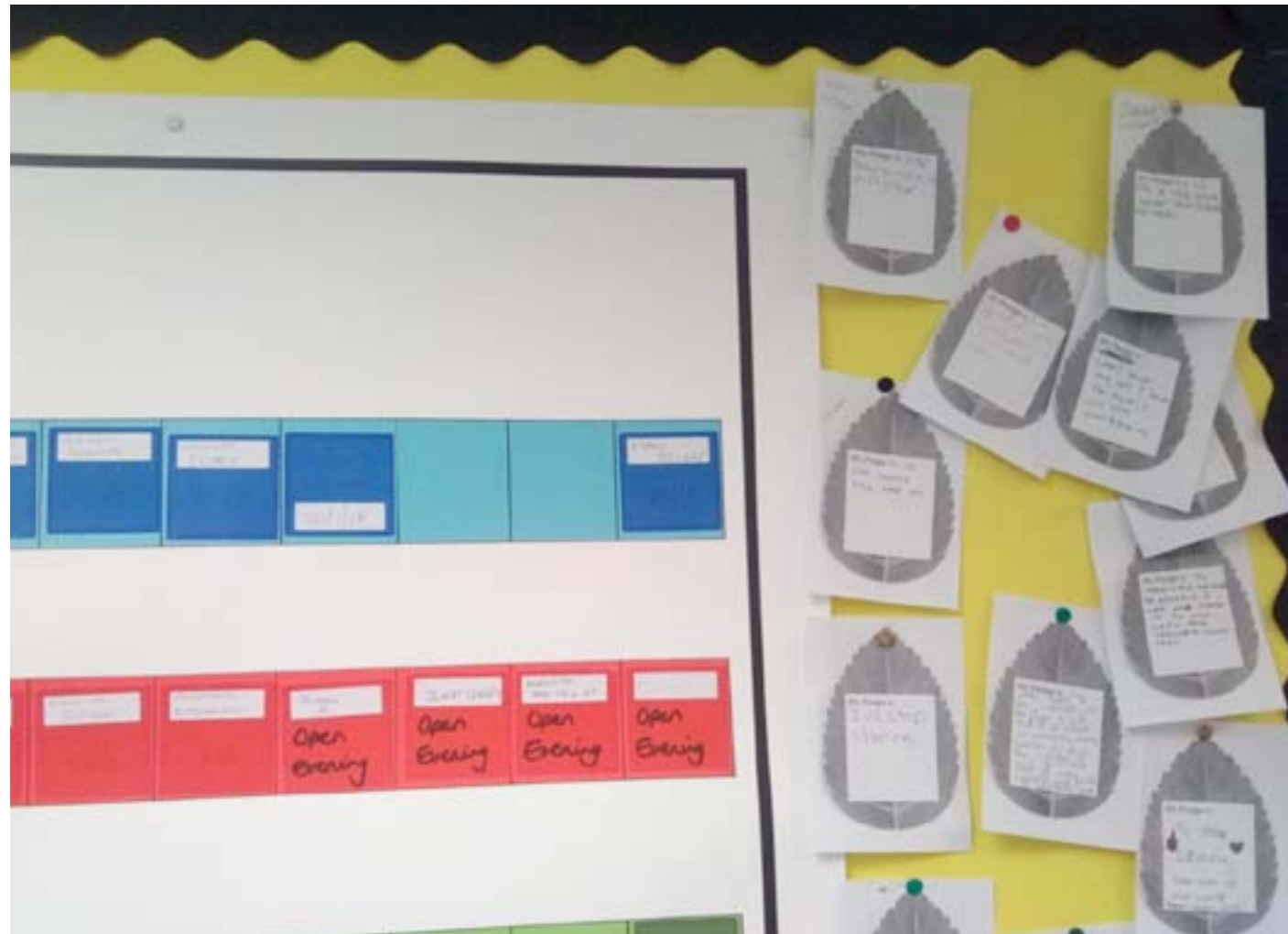
## Our Values in action

We aim to increase all students' awareness of and participation in, our Academy values. When a student demonstrates an Academy value this can be recognised and rewarded by staff. Teachers will use SIMS to record when students have demonstrated the Academy value. This is completed by logging on to the behaviour management page and clicking on 'Achievement'. There is an Academy Values menu to choose from. When the value has been selected staff will give a brief reason why the value has been rewarded. Form tutors will use the data on SIMS to complete the Academy Values chart displayed in their classroom.

To help promote the values there will be a focus each term on a specific value. The schedule is:

- Term 1 - Respect
- Term 2 - Justice
- Term 3 - Peace
- Term 4 - Reconciliation
- Term 5 - Love
- Term 6 - Service

The Academy chart should be used to display the evidence that students are demonstrating the Academy values. The area around the chart should be used to display activities that are connected to the Academy values.



## Spiritual, Moral, Social & Cultural Development

We are committed to developing and improving Spiritual, Moral, Social and Cultural (SMSC) across all areas of the curriculum.

### Aim

To identify where the curriculum addresses and meets the needs of student and staff, cultural, moral, social and spiritual development. To be led and co-ordinated by the AP responsible for Ethos.

Developing Spiritual Awareness within the Academy through:

- Beliefs, religious or otherwise, which inform their perspective on life and their interest in and respect for different people's feelings and values.
- A sense of awe and wonder, enjoyment and fascination in learning about themselves, others and the world around them including the intangible.
- The use of imagination and creativity in their learning.
- A willingness to reflect on their experiences.

Developing Moral Awareness within the Academy through:

- An ability to recognise the differences between right and wrong and their readiness to apply this understanding in their own lives.
- Understanding the consequences of actions.
- Having an interest in investigating, and offering reasoned views about moral and ethical issues.

Developing Social Awareness within the Academy through:

- Different use of a range of social skills in difference contexts, including working and socialising with students from different; religious, ethnic and socio-

ence contexts, including working and socialising with students from different; religious, ethnic and socio-economic backgrounds.

- A willingness to participate in a variety of social settings cooperating well with others and being able to resolve conflicts effectively.
- An interest in and understanding of the way communities and societies function at a variety of levels.

Developing Cultural Awareness within the Academy through:

- The understanding and appreciation of the wide range of cultural influences that have shaped their own heritage.
- A willingness to participate in and respond to, for example: artistic, musical, sporting, mathematical, technological, scientific and cultural opportunities. An interest in exploring, understanding of and respect for cultural diversity shown by the extent to which they understand, accept, respect and celebrate diversity, shown by their attitudes towards difference religious, ethnic and socioeconomic groups in the local, national and global communities.

Evidence of SMSC will be collected and audited from:

- School Ethos
- Living Well
- Bishops' Award
- Religious Education
- Curriculum Subjects

Aspects not covered by these may be seen in retreats, collective worship and chapel prayer sessions. This Audit will be reviewed annually and amended accordingly.



## Spiritual, Moral, Social & Cultural Development

### Charity

The Academy calendar is filled with many different charity and fund-raising events supporting local, national and global causes. These have included Macmillan Nurses, Children in Need, Comic Relief, CAFOD, Winston's Wish, Help the Heroes, Guide Dogs for the Blind and links with our partner school, Bishop Makaya, in Kasulu in Western Tanzania.

One of the most important charity events of our year is making Christmas food hampers for people in need in the local community, which are always appreciated by those who receive them.

Raising funds and providing resources is so important for our students as they learn to show compassion in a practical way where they can be involved as well as help to organise events.

### Bishops' Award

- Every student in years 7-10 will have a opportunity to achieve a BRONZE, SILVER, GOLD and PLATINUM award.
- The awards recognise the demonstration of our Christian values of Love, Respect, Service, Justice, Peace and Reconciliation.
- In order to achieve the award, students must meet the criteria from each of the four sections. The form tutor will use the Academy Values data on SIMS to identify the students have met the criteria for the level of Bishops' Awards.
- The relevant award will be presented by the Anglican Bishop of Gloucester or Bishop of Tewkesbury in either the Cathedral or Abbey.
- The Sixth Form will have their own specific criteria to achieve the Bishops' Diploma at BRONZE SILVER, GOLD and PLATINUM.

### Personal, Social, Health and Relationship Education

- All Saints' Academy takes as its inspiration the life and teaching of Jesus.
- It seeks to uphold and encourage Christian Values.
- It is this that gives us a distinctive character as a faith school.
- All Saints' Academy believes that encouraging its members to adopt a healthy and socially responsible lifestyle is integral to the ethos and curriculum of a Christian school.
- It is line with the Anglican Churches' teachings on educating the whole person.
- Our LIFE programme will enable our students to reflect on the Christian Values that underpin PSHRE and Citizenship.



## Appendix 1: Collective Worship Monitoring Sheet

Date:	Form Tutor:	Observed by:
Focus for monitoring		Comments
<b>AM MGP</b> All Saints' Academy Prayer <ul style="list-style-type: none"> <li>• Students' stood behind chairs quietly</li> <li>• Prayers said</li> </ul>		
<b>Extended Worship/PM Registration</b> Atmosphere <ul style="list-style-type: none"> <li>• Tutor's leadership of MGP</li> <li>• Students' attitude towards MGP</li> <li>• Students' respectful?</li> <li>• Students' quiet when needed?</li> </ul>		
<b>Resources</b> <ul style="list-style-type: none"> <li>• How appropriate were the resources?</li> <li>• Were the resources adapted to meet the needs of this tutor group?</li> </ul>		
<b>Discussion and reflection</b> <ul style="list-style-type: none"> <li>• Were students willing to respond/participate?</li> <li>• How did they participate?</li> </ul>		
<b>Time of Prayer</b> <ul style="list-style-type: none"> <li>• Was the prayer at the end of the video/ppt said out loud?</li> <li>• Who led the prayer?</li> <li>• Were students quiet and respectful?</li> </ul>		