



All Saints'
Academy
Cheltenham

VISION and ETHOS POLICY



2025 - 2026

All Saints' Academy, Vision and Ethos

Who we are:

In line with our Christian tradition we believe that all of us are uniquely made, valuable and belong at All Saints' Academy.

Why are we here:

*Through community and learning we are **formed in character, knowledge and wisdom to be light in the world** through excellence in service and leadership.*

How we are living together:

Inspired by our Academy Vision, our "All Saints' Way" outlines how we live together. How we lead. How we make decisions. How we include. How we value other people.

All Saints' Way

in all we do and say...

We put other people's needs first

We listen to understand, aspiring to excellence

We take responsibility and include everyone

Jesus told his followers that **You are the light of the world.**

Matthew 5:14

Our Christian Values

All Saints' Academy Prayer

The theological underpinning to this vision is:

- We are responding to the love of God and all of our work is based on that response
- Students and staff are individuals, they are unique and known. God is mindful of each and every one.
- Students are formed whilst at All Saints', through education and living together in community.
- That the fruit of time with us is we would be distinct, lights in the world, excelling in service and leadership.

Our Christian values are each mentioned in our prayer but articulated in our All Saints' Way:

Our Christian Values	All Saints' Way
Love and Service	We put other people's needs first
Justice and Peace	We take responsibility and include everyone
Respect and Reconciliation	We listen to understand, aspiring to excellence in all we do and say

All Saints' Academy, Vision and Ethos

Our Academy vision and ethos shape all areas of school life, how we relate to each other as well as make decisions. As well as describing the outcomes we hope for, it outlines how we hope to get there!

Through Acts of Worship and regular conversation, our whole community regularly hears our Academy vision and talks about our All Saints' Way.

Appointments

When making appointments at All Saints' we ensure new employees align with our ethos and values. This happens throughout the process, application form, tasks and interview.

Leadership

Leaders at all levels at ASA must set an example in line with our Vision and Ethos. The language of the All Saints' Way informs how we lead, in summary in the service of others. The same leadership expectations exist for students as staff.

Behaviour

Our rewards and expectations at ASA are based on our vision, continually reinforcing our values and shaping the whole community.

School evaluation and improvement

Our self evaluation and improvement planning are shaped by belonging, learning, aspiration and sustaining. This is designed to ensure that vision is continually shaping us.

Roles and responsibilities:

Principal:

- **Lead and embody the Christian vision and values** of the Academy, ensuring they are reflected in all aspects of school life.
- **Oversee the spiritual and moral development** of students and staff, supporting collective worship and ethos-based initiatives.
- **Ensure strategic alignment** of curriculum, policies, and community engagement with the Academy's ethos.
- **Support and hold staff accountable** for delivering ethos-related responsibilities, including worship and value-based education.
- **Foster partnerships** with local churches, clergy, and the Diocese to strengthen the Academy's Anglican identity.

Senior Leadership Team (SLT)

- Oversee the implementation of the Christian vision and ethos.
- Monitor and evaluate the quality of collective worship and ethos-related activities.
- Support staff in developing spiritual and moral education.

Form Tutors

- Lead daily collective worship and prayer (Meet, Greet, Pray).
- Encourage student participation and reflection during worship.
- Track and promote Christian values through SIMS and classroom displays.
- Support students in achieving Bishop's Awards.

Chaplains

- Lead and coordinate use of the Chapel for reflection, prayer, and support.
- Organize retreats and spiritual development activities.
- Collaborate with local clergy for worship and RE sessions.
- Provide 1:1 pastoral support and spiritual guidance.

Teaching Staff

- Embed Christian values and SMSC development across the curriculum.
- Participate in and lead collective worship, regardless of personal beliefs.
- Recognize and reward students demonstrating Academy values.
- Support ethos through classroom conduct and curriculum delivery.

Students

- Show respect and participate in collective worship and Academy life.
- Demonstrate Christian values in actions and interactions.
- Engage in service, charity, and leadership opportunities.
- Work towards Bishop's Awards through consistent value-based behavior.

Local Clergy & Church Partners

- Support worship and RE through assemblies and liturgical events.
- Collaborate with the Academy to strengthen faith links and community engagement.



Our Distinctive Anglican Identity

Our Academy is the only Christian Secondary school in Cheltenham and the only Church of England school in the Diocese.

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 our Christian Vision; Where every member of our extended family realise their God given potential, inspired by;

Jesus encouragement to his followers: **You are the light of the world. Matthew 5:14**

Chapel

The Chapel is a place for Spiritual reflection, quiet time and prayer and is available to all staff and students. In particular, it hosts our Annual Prayer Week, Alpha courses and regular Acts of Worship.

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

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.

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.

Local Churches/Clergy

As an Anglican Academy we work ecumenically with the local church community and 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

Academy prayer

The academy prayer summarises our values and provides a rhythm of prayer in the Academy.

English	Spanish
Dear Lord	Padre Nuestro,
Teach us how to respect others, and to love and serve one another in all that we do and say.	Enseñanos a respetarnos , a amarnos y a servirnos unos a otros en todo lo que hacemos y decimos.
And when we get it wrong, give us the strength to get it right and be reconciled .	Y cuando lo hacemos mal, danos la fuerza para hacerlo bien y ser reconciliadores .
Lead us to justice through your words of wisdom and guide us to everlasting peace .	Guíanos para ser justos a través de tus sabias palabras y guíanos hacia la paz eterna.
Amen	Amen

It is said:

- In Meet Greet Pray (MGP)
- At the start of extended worship and other gatherings
- In our staff briefings

Daily worship through reflection and includes

- Takes place daily, during MGP
- Supported by the chaplaincy team and tutors
- Includes a Bible reading, call and response, and a personal reflection around a big question

Extended worship

- Takes place weekly in tutor time
- Supported by the chaplaincy team with resources
- Allows bespoke celebration

Acts of worship

Led by the chaplaincy with senior leadersevery child the opportunity to reflect in once per week and includes:

- Academy prayer
- Readings
- Reflection

- Shared prayer
- The Lord's Prayer

There are three Acts of Worship to ensure all students at the academy are able to take part; 7&8, 9&10, 11&Sixthform.

Celebration events and Eucharist

- Similar structures to Acts of Worship
- Take place at Christmas, Easter and the End of year
- Local priests support us with celebrating communion

Prayer Space week

Takes place once per year and allows every child the opportunity to reflect in our Chapel.

Spiritual, Moral, Social & Cultural Development

In essence, the Academy's ethos is not just a backdrop—it actively **guides behaviour, shapes character, and inspires action**, ensuring that SMSC development is lived out daily in a meaningful and transformative way.

1. Spiritual Development

- Ethos Influence:** The Academy's Christian foundation encourages reflection, prayer, and exploration of faith through daily worship, chapel use, and retreats.
- Impact:** Students develop a sense of purpose, awe, and personal belief, regardless of their religious background, fostering respect for others' values.

2. Moral Development

- Ethos Influence:** Rooted in Gospel teachings, the ethos promotes justice, reconciliation, and ethical living.
- Impact:** Students learn to distinguish right from wrong, understand consequences, and act with integrity—reinforced by the All Saints' Way and Bishop's Awards.

3. Social Development

- Ethos Influence:** The Academy models community, inclusion, and service, encouraging students to put others first and work collaboratively.
- Impact:** Students build strong interpersonal skills, resolve conflicts, and engage in leadership and charitable activities that benefit both local and global communities.

4. Cultural Development

- Ethos Influence:** The ethos celebrates diversity and encourages appreciation of different cultures through curriculum, worship, and community events.
- Impact:** Students gain a broad understanding of cultural heritage and global perspectives, promoting inclusivity and mutual respect.

The ethos of All Saints' Academy deeply shapes the **spiritual, moral, social, and cultural (SMSC) development** of its students and staff by embedding Christian values into every aspect of school life.



Appendix 1: Pastoral & Worship Monitoring Sheet

Key Stage 3/4/5	
Area of focus	What we are looking for
MGP	Is the Academy prayer being said in a respectful manner?
Extended worship	Level of focus and engagement. Completion of the evaluation section in the LIFE booklets. What is the impact over time? Is it purposeful? Is it invitational and inclusive?
Collective Acts of worship	What is the purpose of CW? What is the impact over time? Is it purposeful? Is it invitational and inclusive?
Bishop's Award	How is the board looking, we should have a couple of sections completed by now.
Teaching and Learning	<p>How our Values/Vision/definition of spirituality is demonstrated in the classroom and across the curriculum.</p> <ul style="list-style-type: none"> a) In what ways does the theologically rooted Christian vision shape the curriculum, including the extra-curricular offer? b) How is spiritual development an intrinsic part of the curriculum? c) How do leaders know that the curriculum is having the intended effect for pupils? d) How, specifically, does the Christian vision shape the learning experience for pupils who are deemed to be vulnerable and/or disadvantaged?

Appendix 1: Pastoral & Worship Monitoring Sheet

Indicators	RAG
MGP	
Students line-up outside in alphabetical order and then enter building in orderly and calm fashion. Uniform and jewellery are checked before entry into the building.	
Mobile phones are collected in and students are reminded of the sanctions if they fail to do so.	
Students are equipped for learning and systems for monitoring uniform/equipment/timetables are applied consistently.	
Attendance is promoted and discussed, including the Academy rewards system/events for good attendance.	
A respectful, reverent atmosphere is maintained during the Academy Prayer.	
There is full participation, engagement and no opting-out with the daily literacy/reading activity.	
Students leave MGP in an orderly manner, wearing the correct full uniform.	
AFTERNOON REGISTRATION	
Students are punctual to their tutor group and lateness is challenged by tutors.	
High expectations of student involvement / participation.	
Opportunities to develop literacy and numeracy are taken.	
Effective use of Q/A, modelling, student input.	
Good quality presentation of students' work in Life Handbooks.	
Appropriate use of encouragement and praise to engage and motivate students, including weekly Life Points.	
Life Programme delivered effectively across the week and term, following agreed SOW.	
Reminders shared on behaviour expectations. Tutors support by bringing students to detention.	
Year Group Pastoral Review	
Strengths	
Areas for continued development	

TG							
Number in TG							
PP							
SEN							
Number at 95%+							
Number at 90-94%							
Number at 85-89%							
Number at 50-84%							
Number at 49% and below							

Appendix 1: Pastoral & Worship Monitoring Sheet

Date:	Form Tutor:	Observed by:
Focus for monitoring	Comments	
MGP <ul style="list-style-type: none"> • All Saints' Academy Prayer • Registration • Ready to Learn Expectations • Uniform and Equipment Check 		
Extended Worship/PM Registration Atmosphere <ul style="list-style-type: none"> • Tutor leadership of worship • Student engagement in worship • Students' leading worship • Demonstration of the Academy Christian values 		
Resources for worship <ul style="list-style-type: none"> • How appropriate were the resources? • Were the resources adapted to meet the needs of this tutor group? 		
Discussion and reflection <ul style="list-style-type: none"> • Were students willing to engage and participate? • How did they participate? 		