



Vision and Values

Approved by the Governing Body of West Monkton Church of England Primary School:

Reviewed by Business Committee agreed:

Agreed by FGB:

“At West Monkton we aim to be an inspirational community, where everyone has the courage and confidence to fly.”

We are committed to safeguarding and ensuring the health, safety and well-being of all pupils in accordance with safeguarding procedures and guidance for staff outlined in the school’s Health and Safety, Child Protection, Security and Safeguarding policies.

VALUES AND VIRTUES

West Monkton Primary School recognises the development of character in our learners as essential in order to enable them to flourish in society. Through a 2 to 11 curriculum, in its widest sense, our learners will develop three types of character virtues to prepare them for life.

Civic Character Virtues, those that are necessary for engaged and responsible citizenship such as, service, citizenship and volunteering.

Moral Character Virtues, those that enable us to respond well to situations in any area of experience such as, courage, self-discipline, compassion, gratitude, justice, humility, and honesty.

Performance Character Virtues, those that enable us to put our character habits into practice such as, resilience, determination and creativity.

Character education aims at the promotion of a core set of universally acknowledged virtues and values. Universal values are simply rational, shared human values, and not rooted in anyone tradition. However, at West Monkton CE Primary School, we root these values through the Christian Foundation.

OUR PUPIL PLEDGE: AN ENTITLEMENT FOR ALL CHILDREN

We seek to develop these values and virtues through our pupil pledge, eliminating disadvantage as a barrier, so that every pupil at West Monkton CE Primary School

- Will have had the chance to express my views on local issues and be listened to.
- Will have had my academic, sporting or creative talents celebrated - at school or outside.
- Will have taken part in a public event; either sports, dance or concert or visual arts.
- Will have taken part in a play, musical, dance performance or concert in a professional theatre setting.
- Will have been on an educational visit or overnight stay.
- Will have had the opportunity to help others through voluntary activities.
- Will have been to an artistic or sporting event at a local or national venue.
- Will have learnt to understand other cultures and faiths.
- Will have planned, delivered and evaluated a project from beginning to end.
- Will have experienced cutting-edge science and technology.

OUR LEADERSHIP PLEDGE: AN ENTITLEMENT FOR OUR COMMUNITIES

As School Leaders at West Monkton CE Primary School our leadership is framed by the following commitment....

- To fully embrace personalising learning and to share knowledge on strategies for achieving it; personalisation, diversity, choice and variety are features of curriculum in the 21st century
- To accept that a global curriculum requires a different range of pedagogies; ensures pupils are aware of what it means to be a global citizen; is scientific, creative and philosophical; appreciates historical contexts; and ensure that digital literacy for pupils enables them to become the new creators in global technological advances.
- To ensure that all pupils build capacity in problem solving, creativity, flexibility, adaptability, mental agility and life skills, acknowledging that these mean more cross-disciplinary learning and teaching than has traditionally been the case.
- To change the culture of learning to include a higher level of co- construction by teacher and pupil and the incorporation of local, national and global perspectives.
- To expose pupils to the worlds of work in the widest sense, accepting and preparing them for a future where these worlds may be remarkably different from the present
- To lead and support richer and more relevant approaches to assessment for and of learning that embraces the full range of intelligences and capacities; strengthens the focus on requirements for learning in the 21st century; engages a wide range of stakeholders in the processes of assessment; ends the damage to good education of teaching to the test and thereby assists parents and policymakers to understand and accept the benefits of these richer approaches.
- To provide the strongest possible guidance, counselling and other forms of support for all pupils as they navigate increasingly complex pathways of learning, especially for pupils who fall behind or are not experiencing success.
- To ensure intelligent and safe use of new technologies in learning.
- To trust pupils to be independent learners, taking responsibility for their own learning, and to ensure a good fit between the 'pupils' world' and the 'educators' world'.

OUR LEADERSHIP PLEDGE: AN ENTITLEMENT FOR OUR EMPLOYEES

For our staff working at West Monkton CE Primary School we seek to....

- To raise the esteem of the profession to the point that it attracts the best people to its ranks.
- To create an environment and an empowering framework that enables creativity and innovation to flourish.
- To create new ways for professionals throughout the school to become more globally aware; to become brokers and navigators of learning for pupils; to work in teams, often project-based; and to encourage mind-sets and language skills that will help position the school for sustained success.
- To ensure that new professional capacities are supported and sustained through structured opportunities for professional development; exemplary approaches to mentoring and coaching, with honest and open feedback; distributed leadership, succession planning, and high levels of professionalism.
- To ensure that a coherent set of values drives transformation and innovation, personally valuing a 'no blame culture', and striving to be models for deep professional learning, problem solving, courage, boldness, collaboration and accountability.
- To challenge traditional ways of doing things, to determine new 'default settings', building confidence in new ways and resisting reversion to the traditional settings.

BRINGING LEARNING TO LIFE AND LIFE TO LEARNING

OUR STRATEGIC GOALS

EXCELLENCE IN LEARNING

All learners at West Monkton CE Primary School will make excellent progress in their learning, develop a love of learning and the necessary character virtues to flourish within society.

It is more important than ever before that children in our school make strong progress throughout their school careers, securing the best possible academic and vocational qualifications.

We will maximise the academic achievements of all pupils in our school at all points from early years to KS2.

We expect to see:

- Pupils flourish in their learning throughout their school careers, and reduced gaps in attainment between different groups of pupils.
- Surveys that show pupils enjoying their learning, and showing increased levels of confidence and enthusiasm in applying their learning in different contexts.
- High levels of participation in an increasing range of educational opportunities offered by the school.
- Learners having access to a relevant, exciting and challenging curriculum which enables them to develop their creative capacities by engaging with real world problems and seeing how their learning relates to the world beyond the school gates.

CREATIVE LEARNERS WHO CAN TURN THEIR IDEAS INTO ACTION

Children will develop their creative capacities and have opportunities to turn their ideas into real and meaningful action at all stages of school, across the full range of subject areas.

They will have access to high quality arts and design provision, opportunities for practical learning, and experience of social and commercial enterprise, reflecting our local economy, our countries rich heritage and the needs of a global economy.

We expect to see:

- Increased opportunities for, and take up of, high quality opportunities in both the core curriculum and enrichment activities so that our pupils flourish in their learning.
- Raised attainment in relevant subject areas.
- West Monkton CE Primary School has a growing reputation regionally and nationally as the place to learn or teach if you are interested in arts, design and creativity in education.
- A range of pupil-initiated small business and community projects being developed.
- Success in external fund-raising to support this strand of work.

CREATIVE, RESOURCEFUL TEACHERS PROVIDING CHALLENGING AND STIMULATING TEACHING

We will prioritise the development of high quality educators within West Monkton CE Primary School.

Our teachers will be encouraged and challenged to be creative, engage with relevant research, and be confident in testing out new approaches to enrich pupils' learning, and, as a result of this approach, they will deliver inspiring teaching and also feel trusted and appreciated.

We expect to see:

- West Monkton CE Primary School seen as a prestigious place to train, work and further one's career.
- High levels of staff satisfaction with strong staff recruitment and retention.
- Staff reporting access to high quality continuous professional development and learning, and opportunities to work meaningfully with colleagues in other schools.
- A growing number of teachers engaged in research projects and work on curriculum design, and research and curriculum development.
- Work carried out within partnership schools increasingly shared with a wider audience.
- Great teaching resulting in pupils making excellent progress.

SYSTEM LEADERSHIP

We will be generous with our expertise and capacity to support schools in need, through an evidence-based approach to school improvement and CPD.

We expect to see:

- Become a key part of a multi-academy trust that is financially sustainable, with strong governance and efficient central functions.
- Approval as a sponsor, with sufficient capacity to respond in support of other schools in North Taunton and beyond, able to welcome other schools, academies or trusts with similar values and vision.
- Growth from the five founder schools, working towards 8-12 schools overall over the medium to long term.
- An increase in the number of pupils benefiting from an Oak education, through expansion of existing provision and through sponsoring new schools in the local area (e.g. an all-through school).

STRONG GOVERNANCE

In order for West Monkton to achieve its mission and vision, high quality leadership will be key; this is particularly the case with regard to Governance.

We have high quality leadership, with Governors with the experience and skills necessary to run a large organisation, equipped with the right mix of skills, knowledge and expertise to ensure continued school improvement and the realisation of the strategic goals.

We expect to see:

- A Governing Body with the right balance of skills and experience along with clear plans and processes in place to effectively carry out their role.
- A Governing Body providing effective and accurate scrutiny and challenge.

EQUALITIES AND DIVERSITY

Since the Equality Act 2010 came into effect in April 2011 it is good practice for each school to make a statement about the principles according to which it reviews the impact on equalities of its policies and practices, and according to which it fulfils the specific duties to publish information and evidence, and to decide on specific and measurable objectives.

As a school we welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

OUR PARTNERSHIPS

West Monkton CE Primary School works with a number of partners:

THE OAK PARTNERSHIP

A collaboration of five schools working towards a formal collaboration of a Multi Academy Trust, this vision and values document is based on those discussed and agreed across the five schools.

BLACKBROOK COMMUNITY PRIMARY SCHOOL

Ashbourne Crescent

Taunton

Somerset

TA1 2RA

Tel: 01823 338138

Email: office@blackbrook.somerset.sch.uk

HEATHFIELD COMMUNITY SCHOOL

School Road

Monkton Heathfield

Taunton

Somerset

TA2 8PD

Tel: 01823 412396

Email: sch.585@educ.somerset.gov.uk

RUISHTON CHURCH OF ENGLAND PRIMARY SCHOOL

Newlands Road

Ruishton

Taunton

Somerset

TA3 5JZ

Tel: 01823 442832

Email: sch.289@educ.somerset.gov.uk

SELWORTHY SCHOOL

Selworthy Road

Priorswood

Taunton

Somerset

TA2 8HD

Tel: 01823 284970

Email: office@selworthy.somerset.sch.uk

WEST MONKTON CHURCH OF ENGLAND PRIMARY SCHOOL

Bridgwater Road

Bathpool

Taunton

Somerset

TA2 8FT

Tel:01823 412582

Email: westmonktonprimary@educ.somerset.gov.uk

THE TAUNTON LEARNING PARTNERSHIP

A collaboration of schools in Taunton, Somerset. Members include primary and secondary schools, special schools, colleges, Taunton Teaching Alliance and the Taunton Deane Partnership College.

There is an Executive Group to lead the TLP. The members of the TLP Executive Group consist of the Chair, Two-Vice Chairs who are the leaders of the two main Focus Groups, looking at School Improvement and Early Help/PFSA, five other members.

Common Purpose for the TLP:

"A commitment for all members to work collaboratively through challenge and support, in a spirit of openness and trust, to ensure high quality education; improving the life chances of all children within the TLP"

Aims for the TLP:

- Create a strategic plan of Joint Practitioner development from the work of all Cohorts.
- Continue to develop the work of individual Cohorts to ensure good and outstanding teaching and learning across all settings in the TLP.
- Ensure equality of provision and opportunity from ages 0-19years.
- Everything is shaped by these three values:
 - Partnership: Working in collaboration with a shared purpose and trust.
 - Creativity: Developing flexible, innovative and leading-edge approaches.
 - Impact: Providing a high return on investment that makes a difference for learners.

THE TAUNTON TEACHING ALLIANCE (HEATHFIELD TEACHING SCHOOL)

Ethos

- Collaboration and openness, that we achieve more by working together than operating alone; that we are honest but not judgmental.
- Mutual respect, trust and transparency.
- Supporting schools who are creative and prepared to take risks.
- Openness to new ideas – that all partners have much to offer, and that their contribution will be valued.
- Shared responsibility for raising standards across phases and between schools.

Vision

- Enable our staff, both teaching and non-teaching, to be the best they can.

- Offer our teachers the best opportunities for performance development, from ITT right through to leadership.
- Use the best teachers from across the partnership to drive the processes of collaboration.
- Identify best practice within our partnership, and use this expertise to support our staff to deliver the highest quality education for our children – but look beyond Somerset to learn from others where necessary.
- Increase the life chances for all our children by broadening the depth of their experience in schools, and by widening horizons and building aspiration in order to raise standards for all.
- Include staff and teachers from all phases, from primary to secondary to post-16, from mainstream learners to the vulnerable, within our partnership.

CHALLENGE PARTNERS

West Monkton CE Primary School is a members of the Challenge Partners Network. This is a charity that is owned and led by schools, which work together to lead school improvement. Challenge Partners believe that, when schools are working in partnership to continually improve their practice, an excellent education for pupils will be achieved.

The network is made up of over 300 schools, from all different backgrounds across the country, who recognise that we are stronger together and that collaboration is the key to continued success. Challenge Partners exist to support schools in that role by facilitating constructive collaboration and challenge between them and providing a platform for activities, which would not be possible for a school to undertake on its own.

Together, through the network, we aspire to become a world-class, knowledge-sharing community, which leads the way in school improvement and raises the standards of education for all.

Challenge Partners aims are:

- Improve pupils' examination results at a rate above the national average and accelerate the progress of the disadvantaged.
- Enable all schools to improve at a rate above the national average.
- Create more national leaders and outstanding schools that fulfil the Teaching School criteria.
- Develop a world-class, self-improving and sustainable system that contributes to national research and policy making.

Signed Headteacher:

Print:

Signed Chair of Governors:

Print: