

Kingston Educational Trust - Ethos, Values, Beliefs and Intentions

The development of an appetite and preparedness for lifelong learning is essential

KET schools will:

- remember that intelligence is not fixed and can be developed and grown as learning is itself a skill and children and young people can be helped to develop it;
- challenge children and young people to learn more effectively through stimulating their curiosity and encouraging them to risk failure, to collaborate, to reflect on their experiences and to persevere to overcome adversity and difficulty;
- ensure that their children and young people will leave with a range of experiences and qualifications that are of genuine value to them and which will enable them to progress to their next stage of learning or work.

Children and young people have an entitlement to teaching that is exemplary

KET schools will:

- expect that all teaching is outstanding;
- insist that all teaching leads to outstanding progress for all learners, regardless of their individual challenges;
- lead learning through inspiring, enthusing and raising the aspirations of all learners.

Excellence is to be expected in all that we do

KET will:

- insist that every aspect of the Trust's work – however small or far removed from the frontline of education - should be of the highest possible standard, continuously seeking improvement and welcoming the challenge to do so;
- remember that high quality outcomes arise most sustainably from constructive professional discourse;
- draw on the very best practice that exists elsewhere, identifying it through having a culture of research and investigation.

High aspiration is the driving force behind all success

KET will:

- be ambitious in identifying goals for its children and young people, its schools, its employees and the Trust itself;
- ensure that all who work within the Trust welcome the pursuit of challenging targets both for themselves but, more importantly, for the children and young people that they serve;
- maintain an expectation that there should be no arbitrary limits to what can be achieved, in particular through challenging the relative underperformance of any identifiable groups within its school populations.

High quality pastoral care must underpin all that we seek to achieve with our children and young people

KET schools will:

- recognise that children and young people respond positively when they feel that they are well-known and understood;
- have pastoral systems that promote the sense of belonging within the school and this will be a key organisational theme;
- support and encourage children and young people to make choices that contribute positively to the adoption of healthy lifestyles.

Schools should serve their local community

KET schools will:

- strive to become the first choice destination for children and young people who live close by;
- be familiar with and responsive to the educational needs and aspirations of local families;
- will make their facilities and resources available to their local communities as extensively as is possible.

Schools should listen to the communities from which they are made

KET schools will:

- adopt practices that allow their children and young people to contribute meaningfully to the development of the school;
- seek the views of parents to ensure they have a genuine voice in shaping the school;
- create opportunities for the wider community to share its views about the school.

Schools are enriched through the diversity of their populations

KET schools will:

- be fully inclusive places of learning in which no children or young people will be denied entry on the grounds of faith, ethnic origin, prior attainment, special educational needs or any other such categorisations;
- welcome all children and young people upon entry and give them access to any additional programmes and support that they are individually identified as needing;
- celebrate their diversity through assemblies, enrichment programmes, display and focus events at every possible opportunity.

The development of an appreciation of what constitutes good citizenship is a fundamental goal

KET schools will:

- pursue the goal of aiding all of KET's children and young people to become well-rounded citizens with aspirations to make a difference in the local, national and global community;
- develop programmes to provide children and young people with opportunities to experience active citizenship within the school context;
- promote respect and care for others regardless of difference.

The promotion of British values is an important responsibility for all who work and study in schools

KET schools will:

- be intolerant of prejudice and discrimination and always act swiftly to tackle it in the most appropriate way;
- adopt programmes designed to ensure that all of their children and young people develop an understanding of what constitutes British values;
- help children and young people to incorporate British values into their view of the world and in their role as global citizens.

Schools should take a lead in promoting environmental responsibility

KET schools will:

- promote positive attitudes to sustainability in its children and young people;
- be mindful of the need to protect the environment and do all that they can to support efforts to conserve it;
- seek to reduce their consumption of energy and other non-renewable resources.

Financial resources for education are not unlimited

KET will:

- adopt the highest possible standards of financial budgeting and monitoring;
- seek at all times to maximise financial efficiency across the Trust;
- ensure that the highest possible proportion of its income is dedicated to front line education;

Technology should be harnessed to support all that the Trust does

KET will:

- expect that all staff and children and young people are encouraged and supported to embrace mobile working and study;
- make extensive use of the opportunities provided by technology to enhance effective communication throughout the organisation and with all stakeholders;
- harness smart technology in pursuit of maximum organisational efficiency.

Schools benefit from strong leadership and governance

KET schools will:

- be led by headteachers who are themselves outstanding teachers, clear in their own understanding of what successful teaching looks like and how to encourage and develop it in others;
- have leaders who understand the importance of empowering others and be skilled at recruitment and staff development in pursuit of a distributed model of leadership;
- be led by senior professionals who welcome challenge as well as support and KET's governance membership and structures will be continuously developed to ensure that the balance between these two roles is effective.

All schools are unique

KET will:

- recognise that every school has its own unique context and that approaches adopted with them need to be tailored to each setting individually;
- seek to balance the desire to allow all of its schools to be as autonomous as possible with its requirement to remain ultimately accountable for their individual performance;
- grant as much freedom to each of its constituent schools as possible while recognising that this freedom must be earned through performance.

KET will at all times remain mindful of its civic origins and local responsibility

KET will:

- seek to ensure that its schools are active participants in local networks and partnerships;
- maintain a positive relationship with its local authority and strive to be seen as a significant partner in meeting the needs of children and young people and families;
- always explore ways of supporting others within the educational community if called upon and will welcome the opportunity to do so.