



**Guilsborough Academy**

Guilsborough Multi Academy Trust

## OUR VISION



Our community is predicated on mutual **respect** through tolerance, trust and honesty. We have high **aspirations** for all and develop resilience to overcome any obstacles which might stand in our way. We take **responsibility** for our actions to ensure we are working positively together. We appreciate others by the strength of character they show and seek **equality** for all.

**RESPECT | ASPIRATION | RESPONSIBILITY | EQUALITY**

The Guilsborough Way encompasses all that we strive to achieve and all that we do to support our students to be as successful as possible. It is the journey that each and every student will travel during their time at the Academy and is everything that they will encounter from uniform requirements to rewards systems, life skills and how to access their next steps. It also has at its heart our values, ethos and vision. We expect every student to comply with the expectations within the Guilsborough Way.



We strive to provide an engaging and supportive school culture based upon four key values:

- **Respect**
- **Aspiration**
- **Responsibility**
- **Equality**

Each of these contributes to our ethos of '*Learning Without Limits*'.

We state our goal without hesitation – simply to provide an outstanding education for our students delivering the very best in teaching, learning and leadership.

To this end, we are constantly seeking to raise standards, improve the quality of our provision, and enable students to 'Learn Without Limits'. We use our freedoms as an academy, our partnership work with local secondary and primary partners, as well as regional and national partnerships to deliver the best for each individual. Our PSHE and assembly programme supports the development and delivery of our values.

**A focus on the school's vision of its future:**

- To provide a personalised learning curriculum offering a range of pathways to maximise the potential of all students.
- To put students at the centre of their own learning, enabling them to have a strong voice and become effective independent learners.
- To ensure students reach their full potential, using assessment for learning effectively to ensure appropriate targets, tracking, support, intervention and guidance is in place.
- To develop the school's capacity to be a centre of learning excellence for all, building effective professional development and training capacity.

The school's professional development and partnership work underpins all areas of development within the school; from a focus on raising standards and using innovative teaching and learning styles, through to the effective use of technology to support monitoring, reporting, assessment, and behaviour systems.

*Learning Without Limits*



# Respect

We respect ourselves and others by the actions we take and the responses we make. We take pride in ourselves, our appearance and our work. The Academy is a welcoming and positive place where we work together for success. We celebrate achievements and value everybody. It matters that we are approachable, honest, thoughtful, polite and considerate.

# Aspiration

We aim high by setting ourselves challenging goals and having the highest expectations of ourselves and others. We achieve this through forward planning, hard work, self-motivation, and perseverance. In empowering and inspiring others, we become a stronger team, able to achieve more than we realised possible. When encountering obstacles, we show resilience, strength of character and determination in order to achieve our ambitions. Through this we grow and flourish into confident individuals, which allows us to achieve our dreams and aspirations.

# Responsibility

We take ownership for our actions. We encourage an ethos of mutual responsibility whereby every member of our learning community supports each other.

# Equality

We value the opinions of all others in our community. We actively celebrate diversity and the contributions we all make to our society. We are committed to equal opportunities for all. We want Guilsborough Academy to be a place where all people thrive - physically, mentally, socially, spiritually and economically.



*Learning Without Limits*



# **Guiltsborough Academy Improvement Planning Foci**

## **Quality of Education:**

- Further develop our Quality First Assessment, Feedback and Intervention in order to remove barriers to learning.
- Ensure Quality First Teaching and Learning for ALL through positive classroom management and high expectations.
- Staff development (T&L Charter, Walkthrus strategies and SEND – Dyslexia/ Autism/ Attachment, Language Rich Curriculum)

## **Behaviour and Attitudes:**

- Implement a behaviour curriculum that upholds 'The Guiltsborough Way' where repeat offences are identified, deterred and sanctioned.
- Students are encouraged and celebrated in demonstrating outstanding Attitudes to Learning and wider contributions to the Academy's values.
- Internal interventions (wave 2 and 3) proactively support students at risk of repeat suspension and/or permanent exclusion via a Pastoral Support Plan.

## **Personal Development:**

- To continue to develop opportunities beyond the curriculum which raise the aspirations of our most vulnerable students.
- Embed the life skills curriculum to expand student horizons and meet the needs of our school community
- Ensure the Academy supports the Mental Health and Well-being of all students

## **Leadership and Management:**

- Create pathways in successful leadership at all levels including investing in middle leaders developing the curriculum and accountability.
- Staff Wellbeing – Building effective teams, training and development, workload.
- Working with Stakeholders – Developing closer links and partnerships with feeder schools.
- To make best use of quality assurance information to ensure student outcomes continue to improve.

## **Sixth Form:**

- Improve further the achievement and progress of all key groups of students, continuing to identify opportunities for intervention following assessment.
- Engage with students to ensure they access appropriate Level 3 courses which will enable them to progress to high-quality Post-18 provision
- To increase the opportunity for personal development for all KS5 students