



FOUNDED 1879

# **HALLFIELD SCHOOL**

## **ETHOS, AIMS AND EXPECTATIONS POLICY**



# HALLFIELD SCHOOL

## ETHOS, AIMS AND EXPECTATIONS POLICY

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### SCOPE

All staff and pupils, including EYFS

### POLICY STATEMENT

Hallfield promotes a caring, happy and high achieving ethos, which is based on Christian principles (whilst taking account of other different faiths) and the development of each child's talents in all academic, social, emotional, cultural and sporting areas.

### MISSION STATEMENT

To be the best independent preparatory school in Birmingham and one of the best nationally; providing outstanding academic standards and an excellent all round education for children irrespective of creed, gender, ethnic origin or background.

### AIMS

1. To attract a first-rate staff and develop first-rate facilities.
2. To value each child and adult, and to promote equal opportunity for all.
3. To provide a secure, stimulating and happy environment.
4. To develop the talents of each child to their full potential.
5. To educate for excellence in academic, sporting, cultural, social and personal growth.
6. To promote Christian values (whilst taking account of other different faiths) and insist on the highest standards of courtesy, honesty and respect for others.
7. To foster close and supportive home/school relationships.
8. To prepare children for transfer to secondary schools.
9. To promote the ideals of community and good citizenship.
10. To adapt to changing needs and seek constant self-improvement.

### ADDITIONAL AIMS (EYFS)

To develop the individual child's full potential across the following six areas of learning by providing a well planned, stimulating and challenging learning environment where each child feels happy and secure:

1. Communication, Language and Literacy.
2. Creative Development.
3. Physical Development.
4. Problem Solving, Reasoning and Numeracy.
5. Knowledge and Understanding of the World.
6. Personnel, Social and Emotional Development.

Persons Responsible For Policy  
The Headmaster



# HALLFIELD SCHOOL

## ETHOS, AIMS AND EXPECTATIONS PROCEDURES

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### **SCHOOL RULE - (Upper School – Years 3 to 6 inclusive)**

To act with courtesy and common sense at all times and to strive for excellence in all we do.

### **SCHOOL RULES (Pre-Prep – EYFS & Years 1 to 2 inclusive)**

- We are kind, polite, helpful and aware of other's feelings.
- We listen carefully to others without interrupting them.
- We look after our own and other people's belongings.
- We try our best, work hard and learn from our mistakes.
- We treat other people the way we would like to be treated.
- We work hard and always tell the truth.

### **THE FULFILLMENT OF THE CORE VALUES OF THE SCHOOL WILL BE ACHIEVED BY**

- Consistently looking to professionally develop all staff on a regular basis through performance management and appraisal, encouraging reflection on all aspects of practice on an ongoing basis.
- Encouraging all staff, regardless of status, to foster harmonious relationships, being tolerant and respectful at all times.
- Establishing an atmosphere within the School that is positive, open and transparent, being built upon respect of one another (irrespective of race or creed) and towards all things that encourages all pupils to have an understanding of loyalty and commitment to each other and Hallfield.
- Constantly looking to improve and update facilities, resources, procedures and routines that create a stimulating and ever improving environment in which all staff can enjoy working in and all pupils are excited to want to learn.
- Creating a governing body and a management structure (SMT and lower levels) that demonstrate leadership, vision, commitment and boundless enthusiasm which allows all staff, parents and/or pupils ease of access, open communication and regular involvement in decision making when and if the occasion arises.

### **GENERAL EXPECTATIONS OF UPPER SCHOOL PUPILS**

- Pupils should behave to the highest standards at all times.
- Pupils should wear the School uniform correctly.
- Pupils are responsible for keeping their possessions tidy in the form room and changing rooms.
- Pupils will attend lessons punctually, having the correct books and equipment with them.
- The Academic Planner will be available at all times, used and kept up to date, and shown to parents on a regular basis.
- Pupils should not ask to leave a form room in the middle of a lesson unless there is a pressing reason. Lavatories should be visited in non-teaching time.
- Pupils should stand up when an adult enters the room and look to be courteous to younger pupils and adults at every available opportunity, e.g. holding doors open.
- Pupils will, at all times, produce work of the highest quality and standard of presentation.
- Pupils will not run in the School building, and will walk on the left.

## **GENERAL EXPECTATIONS OF PRE-PREP PUPILS**

- Pupils should keep the Golden Rules

## **GENERAL EXPECTATIONS OF TEACHERS**

### **In the form room**

- Teachers will be punctual, prepared and organized.
- Teachers will treat each pupil with fair consistency and as an individual.
- Teachers should reward honest effort and encourage pupils to maximize their potential.
- Teachers should create an environment where awe and wonder are instilled and learning is encouraged.
- Teachers should set work which is suitably challenging, interesting and appropriate for the individual pupil in accordance with the curriculum.
- Teachers should support, care and be enthusiastic.
- Teachers should allow pupils to leave lessons punctually.
- Teachers should utilize and engage all policies as laid down by the School.
- Teachers should observe the dress code.
- The use of a mobile phone is not appropriate.

### **Out of the form room**

- Teachers should be ready to approach and welcome positively visitors or strangers. This is both good PR and essential security.
- Pastoral care is the responsibility of all teachers, and teachers are on duty throughout the working day.
- Lunch tables offer an opportunity to encourage healthy eating, good manners and social discourse. Those taking lunch duties are asked to ensure this.
- Break times should end in good order, with pupils lined up and in good time for the next lesson.
- All teachers should attend respective assemblies as directed by the Headmaster or the Head of the Pre-Prep.
- All teachers should be in school early enough so as to start their day in an organized and controlled fashion.
- Teachers should be aware of the potential for abuse and report any concerns.
- Teachers should be aware of the responsibilities set out in the individual contract of employment.