

## Policy and Procedure: Aims and Ethos

Date of Board Approval: April 2018

Review date: February 2019



Our Vision is to inspire the children of today to become the leading citizens of tomorrow through encouraging high expectations and personal reflection.

Our Mission statement is to '*See the Light in All*'.

Our Golden Rules are:

Kind

Honest

Achieve

Lead

Share

for All humanity

### Our Aims

- Provide our children the very best academic start in life;
- Encourage independent thought among all our pupils;
- Empower our pupils with the confidence and skills to lead and collaborate with others;
- Develop an awareness and appreciation of the world and the cultures that enrich it;
- Guide our children to understand how they can shape both their own futures and the world around them;
- Enrich our community by providing a valuable centre of learning for all ages;
- Provide a secure environment in which our children can feel safe and thrive;
- Engage our children by providing deep learning experiences;
- Complement our provision through collaboration with other centres of excellence;
- Nurture our pupils' understanding of the value of leading a healthy and wholesome lifestyle;
- Embrace and pioneer innovative technologies and techniques to support teaching and learning.

### Sikh Ethos

Sikh ethos schools support the nurturing of pupils' personally, socially and academically to achieve their potential through promoting high standards of behaviour, underpinned by a strong pastoral system. Education has been the foundation of the Sikh faith, as the literal translation of the word 'Sikh' is a learner for life. The Sikh Gurus expressed that the spiritual and secular life should coexist.

For Sikhs, education not only prepares students for work and life in society but also supports spiritual growth. Education is understood by Sikhs to raise aspirations and personal standards, encourage self-awareness and humility, and inspire all to seek a greater purpose in life.

Sikh ethos schools are based on the core teachings of the Sikh faith which promotes inclusivity and equality for all human beings. Sikh ethos schools are based on the key principle of treating others in the same manner in which we would like to be treated ourselves. We are all the same, according to Sikh teachings, regardless of background, creed or gender. The Sikh faith promotes equality to the most practical of all areas of life. The Sikh Scriptural authority, the *Guru Granth Sahib*, is the only world scripture that contains the teachings from contributors of more than one faith. In this respect, Sikh ethos is positive towards claims of truth in all faiths. The faith is also clearly portrayed through the fact that the Sikh place of worship, the *Gurdwara*, is open to all. The distribution of *karah prasad* (a sweetmeal) and *langar* (the free kitchen) in the *Gurdwara* highlight that all visitors to the *Gurdwara* are equal.

Sikh ethos schools serve the wider community and are not limited to enrolling Sikh students alone. The core values in Sikh ethos schools are assimilated within the British values of wider society. The philosophical foundations of Sikh ethos schools are based on the tenets of Sikhi which encourages good citizenship through the principle of *Sarbat da bhalla* which translates into considering the welfare of humanity as a whole. Equality, integrity and hard work are central to the Sikh way of life. These values ensue from three fundamental concepts in Sikhi which ensure that Sikhs assimilate within wider society as good citizens. The Sikh concept of *Nam Japna* (meditation on the Name of God) encourages individual and collective welfare. The Sikh concept of *Kirt Karo* (hard and honest work) guides Sikh ethos schools to place emphasis on each and every child to work to the best of their ability through a nurturing and encouraging environment. The Sikh concept of *Vand ke Chakko* (to share) encourages Sikhs to share knowledge, skills, wealth and other resources for the betterment of the wider society, both Sikh and non-Sikh. The concept of the unity of God according to Sikh teachings is one which sees the world and every material aspect of creation as existing within the Divine. These principles also extend to the wider community by encouraging parents to become fully involved with the life of Sikh ethos schools through both curricular and extra-curricular activities.

There are fewer Sikh schools than the schools of other faiths. The British Sikh community needs further support in making applications for Free schools based on the Sikh ethos. Sikhs, as a community, proudly assert their British Sikh identity which allows the assimilations of both British as well as Sikh values in the everyday lives of Sikhs in Britain. Ed Miliband, the previous Labour Leader commented that “The British Sikh community has made and continues to make a huge contribution to our nation.” Therefore, more Sikh ethos schools in Britain would nurture pupils to accepting and celebrating the multi-culturally diverse nature of British Society. Sikh ethos schools would welcome support from public funding to ensure that teaching is high quality which in turn promotes high moral values amongst pupils. Sikh ethos schools accept pupils of all faiths as well as pupils who profess no faith. The emphasis in Sikh ethos schools is to promote equality of learning for each and every pupil.

## **British Values**

In June, 2014 Michael Gove set out plans for all schoolchildren to be taught 'British values'. The then Education Secretary announced that from September 2014, England's 20,000 primary and secondary schools would be required to actively promote tolerance, fairness, respect for other faiths, and the rule of law and democracy.

At Khalsa Science Academy we value the diverse ethnic backgrounds of all pupils and families and undertake a variety of events and lessons to celebrate this. To date as a whole school we have celebrated Diwali, Harvest, Remembrance Day, Christmas, Easter and Vaisakhi. The school donated all the food collected during Harvest to the Food Bank at St Aiden's Church. The pupils collected a substantial sum of money for Children in Need, Sport Relief and Save the Children.

## **Democracy**

Pupils have the opportunity to have their voices heard through Pupil questionnaires. As a group each class has the responsibility for setting class behaviour rules and as part of anti-bullying week all pupils agreed and signed, a whole school anti – bullying pledge.

## **The Rule of Law**

The importance of Laws, whether they be those that govern the class, the school, or the country, are consistently reinforced throughout the school as well as when dealing with behaviour and through school assemblies. Pupils are taught the value and reasons behind laws, that they govern and protect us, the responsibilities that this involves and the consequences when laws are broken. Authorities such as the Police and Fire Service will be invited in school to help reinforce this message.

## **Individual Liberty**

Within school, pupils are actively encouraged to make choices, knowing that they are in a safe and supportive environment. Pupils are encouraged to know, understand and exercise their rights and personal freedoms and are advised how to exercise these safely, for example through class assemblies and PSHCE lessons.

## **Mutual Respect**

Part of our school ethos and behaviour policy revolves around core values such as 'Respect', and pupils have been part of discussions and assemblies related to what this means and how it is shown. Pupils have taken part in anti – bullying week and as part of art lessons created posters around the school to promote respect for others.

### **Tolerance of those of different faiths and beliefs**

This is achieved through enhancing pupils understanding of their place in a culturally diverse society and by giving them opportunities to experience such diversity. Assemblies and discussions involving prejudices have been supported by learning in RE and PSHCE. This year the school has visited St Aiden's Church as part of their RE studies. Pupils had the opportunity to tour the Church and explore the different aspects of the Christian faith.

### **International Perspective**

Our city is a vibrant, positively diverse reflection of 21st Century Britain as an exciting global village. People from all corners of the world share our streets. With 59% of local residents speaking English as a second language, we believe it is important that our children understand the world in which they live in both local, national and global terms. For this reason we have carefully designed our curriculum to provide an international perspective to every topic we teach, and promote the spiritual, moral, social and cultural development of our pupils.

### **Scientific Focus**

We firmly believe in the importance of science as a foundation for all areas of learning. Children are full of natural curiosity and we aim to harness this through adopting an investigative approach to the teaching of all subjects. Nurturing a love of experimentation and enquiry at an early age will help our pupils mature as balanced, rational individuals capable of making the right decisions in order to make the most of whatever opportunities and challenges their futures bring.