



The Hayesbrook School

A Brook Learning Trust Academy

Spiritual, Moral, Social and Cultural Policy



Introduction

At Brook Learning Trust we bring together our unique academies in our belief in the power of education to change lives and communities. It is our steadfast purpose to challenge and defy the barriers that constrain the educational progress of any child. We set high aims for aspiration and secure collective responsibility for all our children's achievements. Our work is underpinned by the values of Integrity, Respect, Courage, Optimism, Excellence and Accountability.

Aims

The promotion of pupils' spiritual, moral, social and cultural development and the promotion of the academy's PRIDE values will enable all students to thrive in a supportive, highly cohesive learning community.

Objectives

1. Provide opportunities for **spiritual** development - to encourage a spirit of open ended enquiry, explore aspects of human potential, share and reflect on personal experiences in ways likely to promote positive attitudes.
2. Support all students to develop their own personal code of **moral** values to guide their thinking and behaviour in all areas of their lives to - behave in responsible, caring and compassionate ways, demonstrate understanding of the consequences of their own and others' actions, demonstrate a commitment to a moral code, formulate, express and justify a personal opinion on social issues and challenge behaviour which does not match their moral code.
3. Promote **social** development by encouraging students to - relate positively to others, make a positive contribution to their community, openly value self and others, build positive relationships with all members of the school and local community and take responsibility for their own actions.
4. Promote an appreciation and awareness of students own **cultural** traditions and the richness and diversity of other cultures. To recognise and value their own and others' cultural traditions, take pride in their own heritage and recognise how their own lives can be enriched through this knowledge and through contact with other cultures.

Method of Implementation

The Hayesbrook School's SMSC curriculum delivery is designed to educate and encourage our students, in the separate components of the subject areas encompassed, to:

Spiritual

- Experience curiosity and take opportunities to be inquisitive
- Experience a sense of belonging
- Understand the value of relationships
- Experience prayer and worship
- Appreciate the natural world
- Be self-aware
- Reflect, and learn from reflection
- Develop a sense of identity and self-worth
- Recognise opportunities for imagination and creativity
- Explore religious beliefs and traditions
- Develop an understanding, caring attitude and to respect others
- Recognise and accept difference and diversity

Moral

- Acquire a clear moral code aligned with good citizenship and current legislation
- Embrace and promote equality and diversity
- Recognise and respect the moral codes and of members of other cultures
- Understand that society's values change

Cultural

- Understand and recognise their own cultural assumptions
- Understand the influences of our cultural heritage
- Encourage an openness to new ideas and to modify thinking to accommodate them
- Show respect and celebrate cultural diversity, including global, national and local communities
- Encourage a willingness to participate in cultural activities and enterprises
- Have regard for human achievement across cultures and societies
- Openness to new ideas and to modify thinking to accommodate them
- Be willing to participate in cultural activities and enterprises
- Have regard for values of democracy / rule of law / liberty / respect

This will be achieved, within the subject areas, by:

Moral

- Providing opportunities to explore right and wrong
- Facilitating decision making practice in moral matters
- Rewarding moral insight and good behaviour
- Providing models of moral virtue
- Encouraging students to be confident to express their views on ethical issues and personal values

Social

- Fostering a sense of community
- Promoting the values of the school community
- Encouraging students to make a positive contribution towards their school community
- Encouraging pupils to work co-operatively
- Providing positive corporate experiences
- Providing a conceptual and linguistic framework for debate
- Engaging students in democratic processes
- Providing opportunities for students to exercise leadership and responsibility
- Developing students' inter-personal skills
- Providing links with the wider community and the world of work
- Developing individual self-evaluation

Cultural

- Developing opportunities for personal enrichment through cultural experiences
- Encouraging understanding and recognition of students' own cultural assumptions

Providing opportunities for personal enrichment through cultural experiences

All Staff

All staff have a collective responsibility for the positive promotion of spiritual, moral, social and cultural development of pupils at The Hayesbrook School. There are opportunities to promote SMSC awareness through:

- Any conversation with a student
- The reward and sanction system to promote positive attitudes and behaviour
- Identifying relevant SMSC issues within a lesson or scheme of work

- The delivery of reflective and inspiring assemblies (see assembly policy)
- Use of Tutor Time (see Tutor Time Policy) to allow for discussion and debate around relevant SMSC issues
- Extra-curricular activities and trips

Curriculum Leaders

Should be proactive in looking for opportunities to promote SMSC within their curriculum areas and identify these clearly through schemes of work.

Heads of Year, Student Support Managers and SLT

Pastoral staff play a vital role in the promotion of positive attitudes and behaviour. They support the promotion of SMSC provision through:

- Promoting positive team values within the year and team system
- The delivery of assemblies
- Monitoring and supporting high quality tutor time
- Communicating with home
- Using restorative approaches to resolve conflict

Pupils

Should be encouraged to explore the world with an open mind, forming their own opinions and values whilst considering the impact they have on others. They should:

- be reflective
- consider the feelings and opinions of others
- value themselves and others
- have a positive impact on the lives of others

Parents

Should aim to promote and support the spiritual, moral, social and cultural development of their child through:

- working closely with the school to support the SMSC provision
- encourage an inquisitive and positive attitude towards life
- provide opportunities outside of the school environment to discuss SMSC issues

Executive Principal / Head of School

Support and promote an outstanding provision of SMSC and positive ethos across the whole school community.

Evaluation

The effectiveness of the schools SMSC provision will be determined by – behaviour data, pupil and parent surveys, feedback from visitors and the local community.

POLICY REVIEW AND RATIFICATION

Policy reviewed bi-annually and ratified by the academy council in July

This review by SLT July 2019

Summary of amendments

To this iteration:

Updated reference to cultural traditions and to parental engagement – See page 2, bullet point 9 ‘Have regard for values of democracy / rule of law / liberty / respect’

Policy now refers to ‘Executive Principal / Head of School’ – title changes only

Ratified by the academy council July 2019

Next review & ratification July 2021