


Lingfield Education Trust – Vision, Values and Ethos
How well are schools aligned?
How can the Trust give assurance to wider stakeholders?

<p>Lingfield Education Trust <i>Lingfield Education Trust is not a one size fits all model. Each of the Trust schools have their own vision, values and ethos which they have embedded over time. However, Trust Vision, Values and Ethos are all represented in some way by the individual schools.</i></p>		
<p>Trust Vision, Values and Ethos</p>		
<p>Lingfield Education Trust’s vision is to be a highly successful family of primary schools where children are supported educationally, socially and emotionally so that they achieve academic excellence; achieving their highest possible potential in school and in life. Lingfield focus on making the biggest difference to the whole child through the teamwork of our dedicated staff and our strong partnerships with the local community.</p>		
<p><i>Trust Values</i></p> <ol style="list-style-type: none"> 1. Inclusive – we value diversity 2. Collaborative – we are stronger together 3. Compassionate – we see kindness as a strength 4. Fair – we are honest and act with integrity 5. Dedicated – we work hard to make children's lives better 	<p><i>5 concepts that underpin the way we work:</i></p> <ul style="list-style-type: none"> • Ganging up on the problem, not each other • Remembering everyone can be facing a hard battle • Believing that one size does not fit all • With ‘high challenge’ there should be ‘high hold’ • The most vulnerable deserve the best 	
<p><i>Supporting documents and evidence</i></p> <ul style="list-style-type: none"> • Vision and Values on the website • Vision and Values (shared at the Autumn LGB) • Behaviour Policy • SEND Policy and SEND Information Report (shared at the Autumn LGB) • Feedback from school visits and annual reviews • PSHE policy and curriculum • Due-diligence 	<p><i>Trust Equality Objectives</i></p> <ol style="list-style-type: none"> 1. Ensure that our Trust is a confident employer and teacher of those who consider wishing to reassign their gender 2. Ensure that our Trust staff and governance profile more closely reflects the communities which we serve, so children see themselves in the adults around them 3. Ensure that our Trust is a confident employer of colleagues with disabilities 	



School Vision, Values and Ethos

At Vane Road Primary School, we believe these five core values underpin everything we do.

- **Respect**; all our relationships are built upon this.
- **Ambition**; we can aspire to be whatever and whoever we wish.
- **Kindness**; we are kind to all.
- **Resilience**; we have the ability to bounce back from challenges we face.
- **Inclusivity**; we accept we are all different but treat each other equally

Respect

Respect is central to all our school values. From day one children are taught to be respectful. Adults in school model respectful relationships and children are taught to share their thoughts and opinions in a respectful manner.

Ambition

Our curriculum is designed to allow children the opportunity to study a range of aspirational people. This allows our pupils to create a sense of self belief and believe that with hard work they can go on to be whoever and whatever they wish.

Kindness

“Kindness is a gift we can all afford to give”

We treat everyone and everything with kindness.

Resilience

We have the ability to bounce back from any challenges we face. We are determined to succeed and persevere. We encourage children to 'stick it out' and try and try again.

Inclusivity

We believe that “What makes us all the same is that we are all different”. This is a key message that we deliver to our children through our curriculum particularly in our PSHCE and RSE lessons.

Trust values	School Values – how they align to Trust	Aligned	School Equality Objectives (do not have to align with Trust as need to meet the needs of the school)
1. Inclusive – we value diversity	One of our values is Inclusivity – what makes us all the same is that we are all different.	√	All our equality objectives focus on the 9 protected characteristics.
2. Collaborative – we are stronger together	Our values of kindness and resilience support collaborative work.	√	
3. Compassionate – we see kindness as a strength	Our kindness value, along with respect supports compassion.	√	
4. Fair – we are honest and act with integrity	Inclusivity, respect and kindness all ensure that we are fair.	√	
5. Dedicated – we work hard to make children’s lives better	The value of Ambition means that we hold high standards for our children.	√	