

THE KA's WAY

Our Values: *'How we do things here'*

At King Alfred's, everything starts with our core values and our curriculum principles. Our behaviours are driven by our values of **Responsibility**, **Tolerance** and **Respect**, and our teaching and learning is characterized by our curriculum principles of **Curiosity**, the importance of **Knowledge**, and **Resilience**. These values drive the positive culture which is very precious to us, and all staff are expected to play their part in supporting our culture at all times.

Our Core Values:

Responsibility

To take responsibility for our behavior, our words and our actions

Tolerance

To show understanding and acceptance of those who are different, and to appreciate the uniqueness of all human beings

Respect

To show respect for ourselves, each other, our school and our community

Our Curriculum Principles:

Curiosity

To embrace the desire to learn all that we can about ourselves and our world by seeking out new ideas, experiences and viewpoints

Knowledge

To appreciate that knowledge empowers everybody to lead a successful, independent and fulfilling life.

Resilience

To develop the courage and resilience to respond successfully to challenges and to learn from failure

Our core values and our curriculum principles matter to us and drive our positive culture. They inform everything we do, from the behaviours we model around our sites, how we interact with one another, and how we communicate with our students through our assemblies, our lessons and all of our spoken and written conversations with our wider stakeholders.

At King Alfred's Academy, our value of **Respect** is critical to our work as educators; we model this through courtesy and kindness towards each other, and in the polite manner with which we greet our students each and every day. In this way, we have a collective 'attitude of gratitude' towards one another.

In addition, we have high expectations of our students and of each other. Consequently, we expect that our courtesy and kindness shown towards others is, in turn, modelled and mirrored by our students in all of their interactions with us.

Our Curriculum Vision: 'How we do things here'

Our curriculum intent is designed to uphold our academy vision of **'Opportunity for All'**.

By this we mean that the curriculum includes not only a broad range of subjects from Y7 to 13, but also a rich variety of additional opportunities to learn and to develop through an enviable programme of extra-curricular activities, trips, visits, personal character development, and academic enrichment which are genuinely inclusive and open to all. At King Alfred's, no student will ever be excluded from such activities owing to an inability to pay. Such opportunities include:

- Extra-Curricular Activities as part of our **'Opportunity for All'** including a wide-ranging programme of sporting activities and Creative Arts events, participation in DofE and work-related learning.
- Extensive range of trips and visits within the UK and beyond.
- A Character Development programme and Student Leadership Programmes which support our six core principles.
- A unique Academic Enrichment programme which enhances the curriculum by offering diverse opportunities for students to develop their intellectual curiosity, critical thinking and understanding of the world.

Our curriculum vision is designed to support our core principles of **Responsibility, Tolerance, Respect, Knowledge, Curiosity and Resilience**.

Our curriculum vision at King Alfred's is intended to develop a wider **cultural awareness** through a consideration of texts, resources and ideas drawn from a range of different cultural perspectives which go far beyond the immediate cultural context of King Alfred's Academy.

Our curriculum vision is planned around the **acquisition of knowledge and skills**, structured around Big Questions, which are designed to stimulate curiosity. Our knowledge-based curriculum is sequenced and interleaved to support student progression throughout their career to allow each individual to fulfil their potential and improve their life chances.

Our curriculum vision is designed to develop reading skills, in terms of both wider **reading for pleasure** and strategies to access **academic reading** to support knowledge acquisition.

Faculty curriculum plans are predicated on five important principles:

- A curriculum built upon powerful knowledge (supported by Knowledge Organisers)
- A curriculum which is carefully sequenced (how do concepts lead from one to another)
- A curriculum which supports language development and academic reading (explicit teaching of Tier 2 and Tier 3 vocabulary)
- A curriculum underpinned with effective assessment (constant checking for understanding, use of Learning Paths, feedback through D.I.R.T lessons)
- A curriculum which is manageable for teachers (clarity on what to teach, in what order, what timescale and why)

Our Pastoral, Safeguarding and Community Care: 'How we do things here'

Safeguarding

At King Alfred's Academy, we are all committed to safeguarding and promoting the welfare of children and young people. We adopt a transparent approach to safeguarding, which encourages staff, parents and children alike, to talk openly and honestly about any concern or worries they may have about keeping children and young people safe. It is imperative that the academy is recognised as a safe place to be.

To ensure student safety remains a priority, we have a dedicated Safeguarding email for the immediate reporting of all safeguarding concerns: safeguarding@ka.vale-academy.org

We also have 3 Safeguarding leads and a Safeguarding Governor who can all be contacted via the safeguarding email:

- Jon Smart (Headteacher)
- Sarah Martin (Deputy Headteacher, DSL)
- Caroline Smith (Lead Practitioner (Support) Pastoral Care)
- Rebecca Spencer (Safeguarding Governor)

At King Alfred's Academy, we adhere to Safeguarding legislation in accordance with Keeping Children Safe in Education, and have a Safeguarding policy which details all relevant contacts and key information. We always encourage our staff to be '**professionally curious**' and report any concern, no matter how insignificant it may seem, to our Safeguarding team.

Pastoral and Community Care

Pastoral and Community Care is a priority at King Alfred's as we believe that a successful education starts with a partnership between the school, students and parents.

To support our students, we have an Inclusion Hub on both Centre and West Site, staffed by a comprehensive pastoral team made up of: Counsellors, a School Health Nurse, a Student Wellbeing Lead, a PSHCE Lead, Student Managers and Heads of Year.

Education and support are also afforded to students via assemblies, tutorial sessions and PSHCE sessions. We have a zero approach to bullying and are members of the Anti-Bullying Alliance, United Against Bullying Programme.

To support our teachers, we offer bespoke training and education via CPD, INSET Days and our termly 'Safeguarding Snippet', which covers both current and emerging issues. We are committed to the Department for Education Wellbeing Charter and have, as a result, produced our own charter which embodies the academy's key core values (see overleaf).

To support our parents, we deliver successful Community Wellbeing Events throughout the year, covering topics such as 'How to have difficult conversations with teenagers' and 'Dealing with anxiety in children'.

We also provide guidance on how to support positive mental health and offer a 'signposting service' enabling parents to feel empowered in supporting their child/ren.

Our Well Being Commitment : 'How we do things here'

Staff wellbeing is a high priority for King Alfred's Academy. We work as a close-knit team with a shared ethos of mutual support for each other. Random acts of kindness, courtesy and politeness typify the working environment at KAs.

The charter below describes all of the measures we aim to deliver as an employer of choice, to enable staff to maximise their professional potential and create a happy working environment.

KA KING ALFRED'S

OPPORTUNITY FOR ALL

Staff Wellbeing Charter

Staff wellbeing is a top priority for King Alfred's Academy. The charter below takes into account all of the measures we are aiming to deliver as an employer of choice to enable staff to maximise their professional potential and create a happy working environment.

	TEAM ethos – collaborative approaches sought throughout the academy across teaching and support staff		A dedicated staff wellbeing team. Teaching and support staff leads who meet fortnightly
	Staff achievements recognised and celebrated		Appraisal/ annual review process to support professional development
	Access for all staff to a highly trained and skilled school counsellor		No pupil or class data collected for data's sake – 3 data drops per year
	Clear communication - deadlines carefully considered and well publicised school diary		Time afforded at INSET for appraisal, mock marking etc.
	Dedicated PPA time		Opportunities for career development actively encouraged and supported in school, across the Vale Academy Trust and at a national level
	Dedicated staff CPD sessions, once per term (first Thursday)		Employee assistance programme with free counselling service for staff and their families.
	Simplified and reduced electronic T&L and Behaviour Blueprints		Use of School Cloud software for Parent's Evenings
	Complimentary tea, coffee, sugar and milk in the staffrooms. Fruit every Wednesday		Reduction in staff meetings/ briefings Reduction in marking and feedback policy
	Peer support groups dedicated to maintaining a healthy work/life balance		Open door policy. Supportive approach to lesson visits and drop-ins
	No new substantially additional initiatives outside the Academy Improvement Plan – keeping the main thing the main thing		A firm commitment to the current DFE Staff Well-being Charter
	Bi-annual social events for all staff		Members of the National College. Flexible and unlimited access to expert knowledge and skills across all categories including leadership, mental health & wellbeing, safeguarding, SEND and T&L
	Treated on your birthday		Reasonable and measured approach to 'Leave of Absence' requests