NICHOLAS CHAMBERLAINE SCHOOL

Dear colleague

Thank you for your interest in working at Nicholas Chamberlaine School. Our single most important mission is to provide the conditions in which children discover who they are and then go on confidently to take their places in society, making a contribution to it through the use of their talents. We will never prepare children to know their places.

We wish to attract, recruit and develop staff with excellent knowledge and broad interests and then to grow them into taking their places within a school culture, which not only preaches but practices distributed leadership and which places a high value on creativity.

Proud Traditions

Nicholas Chamberlaine School has its history which together we turn into traditions which reflect the Trust's mission and values whilst preserving our school's individuality.

We also build traditions so that children in every GST school feels part of the same family with clearly shared values. Every summer term we hold the Griffin Arts Festival which celebrates identity; Founders Day is the spring term event and centres on community; in the autumn term our Trust Sports Festival focuses on competition and personal best.

Traditions are part of the fabric of a school community and give a sense of belonging.

We want our school to have nothing institutional about it. It will demonstrate a range of features that can be experienced through smell, taste and hearing as well as sight. We:

- emphasise good hospitality
- provide good quality food enjoyed communally by children and staff in comfortable and companionable surroundings
- welcome all visitors and arrange for frequent speakers / artists / performers / scientists / explorers/sportspeople/campaigners for a range of causes
- grow and maintain a vibrant environment, with active staff and student involvement
- cultivate open and positive relationships based on equality and diversity
- keep abreast of the political and professional agenda but never let it intrude on culture
- are recognisable as a GST school whilst having a strong individual identity within the family
- create our own customs and rituals which bind the community and strengthen our sense of belonging

Wide Horizons

Recent decades have narrowed the scope of many maintained schools' focus and provision. The effect can be as serious as to create a climate in which children are statistics and staff operatives combining to make or break the school's league table position. Our mission is to build community, with teams of committed staff providing all students with the best and broadest education experience. In this way adults and children are engaged in something bigger than the delivery and receipt of a curriculum. They work in a framework of explicitly shared values so that informed choices and decisions are the drivers rather than conformity to a complex set of rules.

We:

- emphasise leadership and service
- provide rich programmes of visits from speakers / artists / performers / scientists / explorers /sportspeople/campaigners for a range of causes
- encourage excursions, expeditions, projects, virtual links of discovery, so that children see beyond the familiar and the local
- demonstrate our commitment to equality and diversity in our staff profile and structure, curriculum and extra-curricular provision
- believe in a 100% culture where **every** child can succeed
- recruit interesting/inspiring people as well as outstanding teachers and support staff
- build self-driven CPD with every adult a learner and a teacher
- engage in high-quality school-school improvement/development, within and beyond the Trust
- look for opportunities for staff exchanges nationally and internationally

High Achievement

Claiming to value achievement and not just attainment trips off the tongue in prospectus-speak, but growing a culture where this is an explicit reality is rare. A school needs to be driven by multiple and connected sources of energy (proud traditions, wide horizons and high achievement) so that it makes sense to and motivates all who learn and work there.

We:

- nurture and' 'teach' achievement beyond the timetabled curriculum
- regularly celebrate adult and student achievement
- set appropriate value on achievements, neither overpraising nor overlooking
- know all children individually, their talents, strengths and areas for improvement
- give frequent opportunity for children to perform and demonstrate their skills and talents
- set the bar high and cast the net wide for performing arts material from Western and wider world culture
- attract staff who have achieved themselves beyond their teaching area of expertise
- support staff to continue their achievement in sport, the arts or other arenas

We expect all staff to be absolutely committed to our vision and values and, if this chimes with yours, we would be very happy to hear from you.

With very best wishes

M Scott
Executive Head

GRIFFIN SCHOOLS TRUST