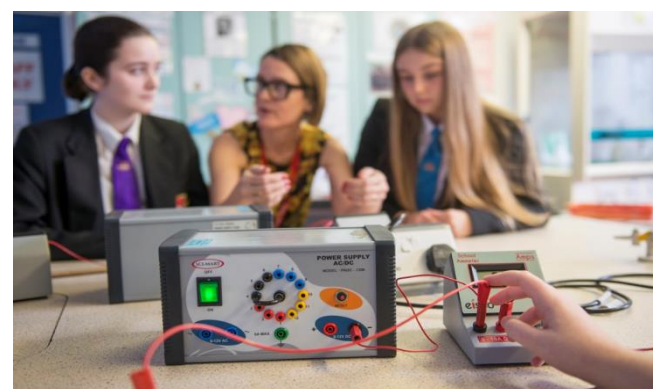


St George's School A Church of England Academy



Our Academy

At St George's, we are passionate about excellence in education. We aim to give students the very best start in life with a firm belief that excellent teaching transforms lives.

Our core belief is that, for all students to have high aspirations, they must:

- believe in themselves
- be actively engaged in their learning
- see the connection between what they learn today and who they want to become

We teach a highly challenging academic curriculum for all pupils. We are unapologetically ambitious for every child, no matter what their:

- background.
- prior attainment.
- needs.

Everything we do at St George's is driven by this, so that our pupils can leave St George's with the best set of qualifications possible. We want them to leave us as well-rounded young people, having maximised their life chances under our care.

In the recent visit from the Secretary of State for Education the Rt Hon Gavin Williamson he was suitably impressed with our high standards of discipline, our calm environment, silent transitions and the purpose with which pupils were working in lessons.



Vision & Mission

Vision

Our vision at St. George's School is to provide academic excellence within a caring, Christian community. Our faith nurtures a deep commitment to our town and its young people and the desire to see both succeed and flourish.

Mission

Our mission is to provide our pupils with a rigorous and transformational education which prepares them for success at university and beyond.

We ensure that every pupil achieves academic success and has the real option of going to university. We want to make university education something which is accessible, exciting and aspirational.

Our purpose is to inspire and equip our pupils with an education that provides the skills and qualifications they need to succeed in life and become responsible local and global citizens. We help our pupils develop a clear sense of where they are now, where they hope to be in the future and the journey they need to take to get there.

We have high expectations for all our pupils, and believe that with great teaching and a lot of love and care, every child at St George's can fulfil their potential. This warm and strict approach means pupils feel safe and secure in the Academy but also confident to contribute to the future of the Academy and the community.

Long term, we aim to play our part in removing the educational disadvantage currently experienced by those born into economic deprivation. We strive to create role models and leaders in our community and through them we aim to create a safer, fairer, and happier society.

Spiritual, moral, cultural and social development underpins academic development at St. George's and can be summed up as "Believe, Achieve, Care". In order to make dreams a reality, we foster values and approaches that transform the lives of our pupils.

BELIEVE

As a Church of England school within the Blackburn Diocese and a member of the Cidari family, we encourage an understanding of the meaning, value, purpose and significance of faith, by worshipping daily and promoting Christian values in our life and practices.

ACHIEVE

We believe in the limitless potential God has given to us all to achieve excellence regardless of our backgrounds. By offering our pupils a rich curriculum and excellent teaching, we seek to inspire them by opening up new horizons. We seek to create life-chances by challenging and encouraging our pupils to aim high in whatever fields they choose to pursue and setting ambitious targets for themselves.

CARE

The St George's family believes a harmonious and inclusive community, built on the values of respect, honesty and kindness, acts as a civilising influence for all. We aim for a safe, healthy and happy school, where people of all faiths, and no faith at all, are welcomed and valued; a school that pupils love and in which they openly speak about feeling loved.

Our Culture

We wish to create a 'scholarly culture of excellence', that permeates everyday life at St George's. Pupils will learn about the 'SG Way –Our DNA' in tutor time, morning meetings and assemblies, and putting it into practice every day.

At St George's, every decision and action taken is done so with the aim to ensure that every pupil can climb their personal mountain to university, or equally aspirational alternative, so they are able to eventually thrive in a top job and have a great future.

To achieve this in a highly complex and ever-changing world, we have to ensure that our educational provision is always relevant, innovative and evolves in response to changing needs and provides an outstanding education for all our students.

The 'SG' Way – Our DNA

All members of staff are expected to actively promote and model 'The SG Way' which is a core set of values developed through consultation with all stakeholders. As a school, we have made it clear for every area of school what we expect from pupils at St George's School. High standards across the school are compatible with a friendly, happy, relaxed environment and this is what forms the platform for why we have high expectations and why we are seeing the rewards of this through academic success and aspiration. Each strand of our DNA is rooted in our Christian ethos.

The St. George's family believes a harmonious and inclusive community, built on the values of respect, honesty and kindness, acts as a civilising influence for all and ensures we achieve our academic aspirations. We aim for a safe, healthy and happy school, where people of all faiths and no faith at all, are welcomed and valued; a school that pupils love and in which they openly speak about feeling loved. We expect at all times, from all our community, to live out our Christian values in everything we do through our DNA.

SG Way – Our DNA

Organised & on time, all of the time.

Uncompromising on behaviour, uniform and standards.

Respectful to everyone we meet.

Determined to succeed.

No excuses for second best.

Aspirational for all.

As such, we believe that St George's is a 'grammar school for all', taking the best of grammar school ethos but making it available to all children without selection.

Work-Life Balance. Not burn-out.

We know that teaching is the most rewarding, exhilarating but exhausting profession.

So we are guided by a philosophy of simplicity that aims for maximum impact on student learning with minimal overload on workload for staff.

We reduce burnout by applying this effort-to-impact ratio to everything we do.

For example:

- We operate a feedback policy, which does not require you to make individualised comments in exercise books, saving you hours of time.
- Collaborative planning with centralised, shared units of work and resources.
- Teachers do not produce end of year written reports – just three data inputs.
- Homework is streamlined into note taking, drilling and self-quizzing, reducing marking workload and ensuring very high homework completion. This is centralised across school.
- Strict discipline and robust no-nonsense no excuses behaviour systems allow staff to teach without being ground down in low level disruption.
- All pupils have full equipment in their pencil cases all of the time – you will not have the hassle of having to hand out pens, pencils etc. at the start of each lesson because students don't have their equipment with them.
- Staff will never be blamed for poor pupil behaviour because their lessons are not engaging enough – you will always be fully backed and supported - behaviour is the collective responsibility of the academy, with the Headteacher ultimately accountable.
- Highly visible and supportive SLT visit classrooms to check that every pupil is meeting your expectations.
- System of escalating sanctions with centralised same day detentions, including for homework non completion – you are not continuously setting detentions, running detentions and chasing non-attendance.

- We do not grade lessons/teachers with 'high stakes' lesson observations – we believe in a coaching model, where teachers continually improve over time through continuous coaching/ feedback loops.