**School Ethos and Values**

Birchwood is a large, mixed non-selective 11-18 Academy with 1400 students on roll. We are very proud of our comprehensive ethos, where we see children enrol at the age of 11 and develop into well-rounded, tolerant and respectful young adults at the age of 18. In terms of ability, we have students who are applying in record numbers to a range of universities, as well as taking steps into apprenticeships and employment. No student is left without a path to follow. We also have students who find learning challenging or who may need emotional and personal support: these children are equally respected and supported within our inclusive school.

Our headline results at GCSE and A-Level remain above national averages, but we are not complacent and we see it as our responsibility to ensure that everyone matters. This is succinctly captured in our mission statement which was written by our School Council:

At Birchwood we are part of something special, something outstanding.

Welcoming all, supporting all and encouraging all.

Enjoying together the exploration of ideas, the excitement of learning and the celebration of our achievements, in a school where we feel safe.

Our future matters to us.

*“your dreams, your future, our challenge”*

School doesn’t stop at 3.30 pm; we are an integral part of our local community. We allow the school to stay open until 10.00 pm every day and at the weekends to ensure that families and members of the public are able to use our excellent facilities.

Equally importantly, Birchwood is fully committed to staff well-being. We appreciate how hard everyone works, in the classroom and beyond, to ensure that our students do well. We are a school that believes in distributed leadership- and we want everyone to have the capacity and opportunity to lead and for everyone to make a difference.