

SAINT GEORGES

PRIMARY SCHOOL



A Shared Vision for St. George's  
C of E Primary School





**St. George's**  
CE Primary School

**Our vision**

**Be brave.  
Be great.  
Be you.**





St. George's  
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# Our culture



**We are fun.  
We are together.**



# How does our vision interact with the Church of England's vision for education?

*'Life in all its fullness' John 10:10*

Church of England vision strands	Hope	Wisdom	Dignity	Community
SDBE MAT Vision	All can grow and flourish	Bearing fruit abundantly	Rooted in God's love	Inspiring learning communities
St. George's vision and values	<b>Be brave.</b>	<b>Be great.</b>	<b>Be you.</b>	<b>We are fun. We are together.</b>
Links to our patron saint	The legend of St. George defeating the dragon.	St. George was heralded as a great soldier. The St. George's Cross was adopted in Genoa in the 12 <sup>th</sup> Century and this great emblem has spread ever since.	St. George was sentenced to death for refusing to recant his Christian faith.	St. George was a Cappadocian Greek soldier who fought with the Roman Empire and is England's patron saint, despite not being English.
Biblical reference	<i>I can do all things through Christ who strengthens me.</i> Philippians 4:13	<i>Wisdom will enter your mind, and knowledge will fill you with delight.</i> Proverbs 2:10  <i>Let your light shine.</i> Matthew 5:16	<i>So God created humankind in his own image.</i> Genesis 1:27	<i>A time to weep and a time to laugh, a time to mourn and a time to dance.</i> Ecclesiastes 3:4  <i>Rejoice with those who rejoice, and weep with those who weep.</i> Romans 12:15  <i>You shall love your neighbor as yourself.</i> Matthew 22:29, Mark 12:21 & Luke 10:27
Learner qualities	Persist Growth mindset	Curious Reflect	Self-aware	Connect Use feedback
5 year goals for St. George's	To ensure a sustainable future for St. George's.	To continually improve progress and attainment outcomes across the school. To achieve national accreditations for our work.	To increase pupil numbers.	To strengthen links between parent, church and school communities.

# Creating our vision: a shared process

**We are together.** This statement forms part of our culture, as outlined by our vision statement. Aptly, it has been in this spirit through which a vision for St. George's has been created. Governors and leaders have been passionate that a vision for St. George's should be a shared vision: created together.

We began the journey for a vision with clear aims, but through the process of developing the vision, these aims were refined and clarified, thus validating a collaborative approach. The journey towards us creating a vision can be seen below:

**1**

The process was agreed as a Governing Board. The initial criteria set out was:

- To use the Church of England Vision for education as a model.
- To have a clear, succinct phrase which encapsulates the vision.
- To link the vision to our learner qualities.
- To set some tangible 5 year goals as part of the vision.
- To ensure the views of all stakeholders were ascertained.

**2**

Staff views were gathered as part of INSET. Staff were asked:

- What makes St. George's great?
- What do we want for our pupils?
- What will we have achieved as a school in 5 years' time if we are successful?

**3**

Pupils' views were gathered through class discussions following an initial whole school worship. Teachers scaffolded questions in order to ensure age appropriate responses could be given.

**6**

An extraordinary Governor meeting was held with vision as the only item on the agenda. Governors' views were gathered before looking at the collated views of other stakeholders. A task of creating a succinct phrase was given to governors as groups. When feeding back to one another, it became clear that the purpose, audience and use of the phrase needed to be clarified. A decision was made that the vision should be:

- Understood by parents, teachers, children and outside communities, as well as governors.
- Be able to be used as a 'call to action' for pupils, teachers and leaders, not just a statement which synthesizes ideas.

**5**

All views ascertained so far were collated verbatim on three sheets.

**4**

Parents' views were gathered through online surveys and paper based questionnaires. The questions were created by the Deputy Head and Parent Liaison Officer.

**7**

Views of all stakeholders, now including governors, were collated verbatim on three sheets.

**8**

A Senior Leadership Team meeting was allocated to classifying overarching themes from all stakeholders' views. Feedback from this meeting led to the decision that the vision statement needed to:

- Articulate two themes – providing the best opportunities and enabling pupils to have the brightest futures.
- Also outline our culture.
- Have direct links to the Christian story.

**9**

A second Senior Leadership Team meeting was allocated to creating a vision statement. This time a clear success criteria was collated and example statements were considered, using the given success criteria. Then, a statement was collectively created and agreed by Senior Leaders. A further element was introduced: the wish to link the vision to our patron saint and to include the word 'Brave' as it was a clear message from the pupils. The vision statement of: Be brave. Be great. Be you. And the culture statement of: We are fun. We are together, was born.

**12**

The vision statement and its key messages were agreed by the governors.

Time was given to look at the five year goals and discuss the efficacy of the suggested success criteria. It was agreed that a smaller party would meet to finalise wording before bringing back to the governing body as a final draft to be agreed.

**11**

A draft vision statement was taken to a full governing board meeting.

**10**

The Headteacher collated the suggested links to the Church of England vision, Biblical references and learner qualities to quality assure the vision statement as fulfilling the criteria outlined at the beginning of the process and its evolved format during the process.

**13**

The draft vision statement was taken to a staff meeting where staff were asked to consider what each element meant for teachers. These views were collated as part of the vision document for all stakeholders to use as a reference point.

**14**

The draft vision statement was taken to the ministry team at St. George's Church for them to consider the efficacy of the biblical links and Christian roots of the statement.

**15**

The smaller group of governors and senior leaders met to finalise the wording of the five year goals, its success criteria and for the final wording of the vision document.

**16**

The vision was agreed by governors and has now been shared with all stakeholders. It is the touchstone by which all decisions are made by leaders and is a call to action for our community. As a community, we are incredibly proud of our vision and its key messages.

# How does our vision and culture statement respond to the needs of our community and the Christian Story?



Our community has...

High levels of disadvantage

- PP = 49%

Low starting points

- EYFS baselines 2022 = 9%

Great Diversity

- 15/17 possible ethnic groups
- SEND = Double national

Challenging circumstances

- food bank
- DV for safeguarding
- Community from women's refuge

High mobility & separate communities

- Mobility = 73%
- EAL = 47%

In response to that, the Christian story says...

'I can do all things in Christ who strengthens me'  
(Philippians 4:13).

'Wisdom will enter your mind, and knowledge will fill you with delight'  
(Proverbs 2:10)

'So God created humankind in his own image'  
(Genesis 1:27).

'A time to weep and a time to laugh, a time to mourn and a time to dance'  
(Ecclesiastes 3:4).

'You shall love your neighbour as yourself'  
(Matthew 22:29, Mark 12:21, & Luke 10:27).

So we say...

**Be brave.**

**Be great.**

**Be you.**

**We are fun.**

**We are together.**

Which means we...

- Focus on the learner qualities of persist and growth mindset
- Set the highest of targets and aspirations for our pupils and community

- Implement a meticulously thought through curriculum with a high focus on vocabulary
- Teach using direct instruction methods
- Set up wide opportunities for sporting competitions

- Ensure pupils see themselves within the curriculum
- Celebrate difference through community events
- Set up SEND friendly routines for all

- Provide a school run foodbank
- Provide safety through routine and consistency
- Plan deliberate times to celebrate and have fun.

- Create routines and shared languages to create a sense of belonging
- Make worship the heartbeat of the school day
- Use calming tones for all learning environments



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# Links to the Christian Story and the Bible

As a Church of England school, our vision is deeply rooted in the Christian story.

## Be brave:

*I can do all things through Christ who strengthens me.*

Philippians 4:13

The knowledge that Christ is with us empowers us to be brave and make aspirational choices. It inspires us to be hopeful and resilient, even when faced with barriers in our learning or lives.

## Be great:

*Wisdom will enter your mind, and knowledge will fill you with delight.*

Proverbs 2:10

To be great, we need to learn. At St. George's we want our pupils to gain wisdom; to seek knowledge so that they can make aspirational, informed choices as to what their greatness is.

## Be you:

*So God created humankind in his own image.*

Genesis 1:27

Being born in the image of God, reminds us of the dignity and ultimate worth of each person. We want each child to know themselves, value themselves and be their best selves.

## We are fun. We are together:

*A time to weep and a time to laugh, a time to mourn and a time to dance.*

Ecclesiastes 3:4

*Rejoice with those who rejoice, and weep with those who weep.*

Romans 12:15

We are reminded that play and playfulness are part of a full life. At St. George's we plan times for laughter, to dance, to be inspired and to have fun. Sometimes we are sad together and need to support each other. We look for times to be spontaneous and build relationships. In line with the Church of England's vision for education, we want our pupils to 'Live life in all its fullness'. At St. George's, we are fun.

*You shall love your neighbor as yourself.*

Matthew 22:29, Mark 12:21 & Luke 10:27

Jesus states his most important rule is to love one another as he has loved us. This reminds us that we are bound together through love, to live well in families and communities. At St. George's, we are together.





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# What does our vision mean for our staff?

**As adults, we say to our pupils: Be brave. Be great. Be you. Below, we have outlined some of the deliberate choices we make as staff at St. George's to enable our pupils to fulfil our vision.**

## **Be brave:**

### ***With the pupils:***

- Model a love of trying new things outside of our current experience or comfort zone.
- Have the highest of expectations of our pupils and not put ceilings on them.
- Model valuing the work of courageous advocates.
- Display a consistently positive and optimistic attitude to pupils and peers.
- Model owning mistakes in front of pupils – demonstrating we are human.
- Model the learner qualities: persist and growth mindset.

## **Be great:**

### ***With the pupils:***

- Set the bar with our own vocabulary choices and demonstrate a love of language.
- Model and show value in problem solving and acquiring knowledge.
- Only accept the pupils' best efforts.
- Model the learner qualities: curious and reflect.

## **Be brave:**

### ***In our curriculum and culture:***

- Place inspirational figures from history on our curriculum and value courageous advocacy.
- Set ambitious goals and targets for our pupils, through a challenging curriculum, the tasks we choose, the feedback we give and the aspirations we have for their academic outcomes.
- Develop a culture of second chances, modelling our Christian ethos.
- Put issues which are contentious on the curriculum.

## **Be great:**

### ***In our curriculum and culture:***

- Choose learning tasks which are generative – impact on semantic memory not just episodic.
- Use assessments to inform next steps and focus our teaching.
- Set aspirational targets for our pupils and expect them to achieve them.
- Provide pupils with cultural capital.
- Provide and implement a knowledge-engaged curriculum.

## **Be brave:**

### ***In our own professional development:***

- Take risks as practitioners and put new research into action.
- Have resilience ourselves when faced with challenges in the classroom and beyond.
- Support each other.
- Tell the truth.
- Have professional conversations with our peers to move our practice on and improve for our pupils.
- Use the varying starting points of our pupils as a reason to 'dream big' for our pupils – not as an excuse for low outcomes.

## **Be great:**

### ***In our own professional development:***

- Strive to ensure pupils are ready for the next stage of their education and lives through knowing the curriculum and the most important knowledge and skills for pupils to master.
- Ask questions to deepen learning - knowing that all responses can be bettered.
- Apply our teaching touchstones rigorously.
- Develop our own pedagogical knowledge through CPD.
- Develop our own subject knowledge to enhance learning in the classroom which can be shown with them.





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# What does our vision mean for our staff? Continued...

## **Be you:**

### ***With the pupils:***

- Celebrate differences in the classroom and beyond.
- Make our pupils feel safe and uphold our safeguarding policies.
- Know our pupils well and demonstrate that we value their uniqueness, skills, habits and interests both inside and outside of the classroom.
- Model self-improvement and steps for living a healthy lifestyle – both physically and mentally.
- Model the learner qualities: self-aware.

## **We are fun. We are together:**

### ***With the pupils:***

- Take time to make jokes and be fun when it is appropriate.
- Help each other improve and celebrate one another's success – we give praise readily when it is deserved and look for the good.
- Build relationships based on the learning – the reason we are here together.
- Smile and try to spark a smile in others.
- Model the learner qualities: connect and use feedback.

## **Be you:**

### ***In our curriculum and culture:***

- Ensure representation is mapped within our curriculum and look for opportunities to display diversity with all resources used.
- Give a voice to all – have a thriving school council and opportunities to share and showcase learning through blogs, parent showcases, worship time.
- Develop and implement a school wide language for behaviour for learning which is ambitious, restorative and ensures pupils are safe.

## **We are fun. We are together:**

### ***In our curriculum and culture:***

- We deliberately map out and plan opportunities to develop episodic memories.
- Map out shared events at the church, despite geographical difficulties.
- Participate in charity work in partnership with the church and the local community.
- Celebrate together.
- Take time to develop appropriate relationships with parents and pupils.
- Base our curriculum on enquiry questions, showing a wish to understand others and deliberately plan opportunities for critical thinking and balanced arguments.
- Have a PSHE curriculum which clearly maps the qualities we want in our pupils.

## **Be you:**

### ***In our own professional development:***

- Learn from one another about key issues and culturally specific knowledge within our community and its members.
- Seek out CPD which is relevant to our pupils and their unique circumstances.

## **We are fun. We are together:**

### ***In our own professional development:***

- Plan together and offer help to our peers – we learn from one another.
- Take up opportunities provided by the MAT and look to share our expertise with our partner schools.
- Take on board feedback to improve our teaching.
- We use collective efficacy to improve our own practice and that of others.



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# What does our vision mean for our learners?

Our vision statement summarises what we want our pupils to 'be', as a call to action. Below is what our community defines as what it means for our pupils to: Be brave. Be great. Be you.

## Be brave:

- be inspired and be an inspiration.
- be a courageous advocate.
- set ambitious goals and targets.
- take on challenges.
- seize opportunities outside of my current experiences.
- apply the learner qualities: persist and growth mindset.

## Be great:

- achieve well academically.
- be ready for the next stage of learning and life.
- fulfil my potential.
- be successful in my future.
- have a broad vocabulary.
- acquire powerful knowledge and use it.
- gain cultural capital.
- apply the learner qualities: curious and reflect.

## Be you:

- know my voice is important and listen to other's too.
- respect myself and others.
- feel safe.
- be proud of the cultural capital I bring to my community.
- take responsibility for my actions.
- apply the learner qualities: self-aware.

## We are fun. We are together:

- live a healthy lifestyle.
- look after my mental health.
- celebrate together and share in each other's successes.
- show empathy and act well.
- live well and disagree well.
- feel part of something.
- celebrate diversity.
- apply the learner qualities: connect and use feedback.





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# Our learner qualities



**SELF AWARE**



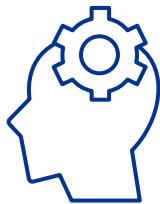
**REFLECT**



**USE FEEDBACK**



**CURIOUS**



**PERSIST**



**CONNECT**



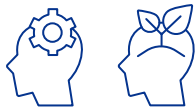
**GROWTH MINDSET**



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# Links to our learner qualities

At St George's, we have developed our own Learner Qualities. The skills, values and attitudes that our Learner Qualities promote work in symbiosis with our vision. They provide the bedrock through which our pupils can fulfil our vision.



## Be brave:

When pupils **persist**, they:

- try their best ALL the time
- think positively about things
- keep at something until they succeed
- make mistakes and learn from them
- stay on task and focus never give up

***To persist, is to be brave.***

Pupils who have a **growth mindset**:

- think their intelligence can improve through learning
- like hard work because they want to learn more
- like challenge, learning goals and feedback as they help them improve
- try harder if they fail at something

***To have a growth mindset is to be brave.***



## Be great:

Pupils who are **curious**:

- reflect on their own learning
- identify next steps for learning
- ask questions to develop knowledge
- apply thinking skills in a range of contexts
- demonstrate a desire for new knowledge

***To be curious is the first step to being great.***

Pupils who **reflect**:

- think about their own learning
- ask questions and wonder about what they are learning
- self-assess their own learning
- discuss their ideas and thoughts
- work independently and sometimes with others

***To be great requires reflecting, refining and getting better along the way.***



## Be you:

Pupils who are **self aware**:

- set and monitor goals
- know the areas they want to improve in
- can lead, follow and work independently
- have high expectations of themselves
- meet challenges with a positive attitude

***To be you, one needs to know oneself: to be self-aware.***



## We are fun. We are together:

Pupils who **connect**:

- reflect on their own learning
- identify next steps for learning
- ask questions to develop knowledge
- apply thinking skills in a range of contexts
- demonstrate a desire for new knowledge

***Making connections is a first step to understanding the world, our place in it and to understanding what it means to be together.***

Pupils who **use feedback**:

- review their thinking and learning based on advice and goals
- use assessments to set new learning targets
- take advice positively
- share ideas, work and achievements

***Feedback is given together.***



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# Links to our patron saint

**Our school name is St. George's CE Primary and our vision draws directly from qualities St. George can be said to have possessed.**

## **Be brave:**

The legend of St. George defeating the dragon has been retold for centuries. His hope, bravery and aspiration when deciding to successfully take on the dragon can be seen as a metaphor for our community to have the same levels of hope, bravery and aspiration for our pupils and ourselves. Like St. George, we can all be brave.

## **Be great:**

St. George was great. He was a decorated soldier who fought for the Roman army. His emblem, the St. George's cross, has been used as a symbol for armies and now countries from the 12th century. Like St. George, we all have greatness in us. Through education, we can discover what that greatness is and fulfil our potential.

## **Be you:**

St. George knew who he was and what he believed. He was a Christian and refused to recant his faith, despite being sentenced to death for his beliefs. Like St. George, we are all unique and deserve to be ourselves. Like St. George, we say to our pupils – be you.

## **We are fun. We are together:**

Born into a family of Cappadocian Greek origin, St. George represented the Roman army and is now England's patron saint, as well as numerous other countries'. Much like St. George, our community is drawn from many different backgrounds, cultures and faiths. St. George being part of so many communities reminds us that we are better together and so we aspire to create a sense of belonging.





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# Links to our school badge

Our school badge was designed by a former pupil when the school changed its name from Christchurch to St. George's CE Primary. Being representative of St. George, it has clear links to our vision.

## **Be brave:**

The dragon represents the legend of St. George defeating the dragon. This reminds us that we can face our fears in order to make the right choices, even when they are difficult.

## **Be great:**

The sword reminds us how St. George was heralded as a great soldier. We can aspire to be great like St. George.

## **Be you:**

The badge being in the shape of a heraldry shield reminds us that we are all unique. Heraldry shields were always a unique shape and had unique imagery to signify what was special about individual soldiers.

## **We are fun. We are together:**

The St. George's cross is used on England's flag. It reminds us that we are part of many communities: England; our parish; our school; our class. The fact that St. George himself was not English reminds us of the power of diversity and to embrace our heritage and family communities. We are better together.





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## Our five year goals

- To continually improve progress and attainment scores across the school.
- To strengthen links between parent, church and school communities.
- To increase pupil numbers.
- To achieve national accreditations for our work.
- To ensure a sustainable future for St. George's.

\*Governors have outlined success criteria matched to each of our five year goals which feed into the school self-evaluation process and school improvement planning.

