

Havelock Academy

Ethos, Aspirations and Code of Conduct

The core values of the academy are taken from the educational vision developed at the outset of the project. “At the heart of the vision is the belief that whatever their background or disadvantage, every young person has the potential to make something of themselves and their futures. That potential encompasses for each individual the importance of learning what it means to be fully human, enacted through kindness, generosity, courtesy, compassion and courage.” This vision leads to the following Declaration of Principles:

Broadening Horizons – developing confident and caring members of the community who learn to take responsibility for themselves as individuals and for the world.

In order to achieve this mission for each student the Havelock Academy will need to:

- pursue academic excellence in its broadest sense and create a culture of high achievement, particularly in mathematics and technology, including ICT, through the development of the International Baccalaureate (IB) in all year groups
- raise educational (academic and vocational) standards and individual achievement
- enhance the overall development of young people in the five aspects of the ‘every child matters’ agenda (being healthy, staying safe, enjoying and achieving, making a positive contribution and economic well being) through the development of a House system which provides high levels of support, care and welfare.
- ensure high quality teaching and support for learning which uses the best possible techniques and approaches
- develop appropriately personalised pathways through the curriculum which ensure both breadth and balance and the opportunity to develop special skills and talents
- provide high levels of pastoral care, personal coaching and family support with an emphasis on individual student needs
- provide structured opportunities for extension and broadening of experience beyond the limits of the local area
- ensure regular participation and achievement in physical activity and sport
- be at the forefront of technological advance, particularly in ICT
- champion the development of self esteem and self worth in each student leading to high levels of personal enterprise
- bring about collaborative partnerships for learning with a range of other organisations.

Academy Humanity

The academy identifies eight domains of aspiration to frame what it means for each academy member to be “fully human”. These also highlight the ways in which students, staff and parents cooperate to support the community life of the academy. The eight domains are:

Meaning	every member will learn to identify their own values and goals SELF KNOWLEDGE – Reasoning and Reflection – self awareness
Friendship	every member will learn to establish constructive relationships with others world-wide GENEROSITY – Respect - empathy
Endeavour	every member will learn to seek and strive to meet challenge CHALLENGE – Resourcefulness - motivation
Truth	every member will learn to strive to live honestly COURAGE – Resilience – self awareness
Freedom	every member will learn to be responsible for their own choices

Beauty	KINDNESS – Responsibility – managing feelings every member will learn to seek to create harmony in and around themselves
Fulfilment	COMPASSION – Receptivity - empathy every member will learn to seek to flourish, living full and happy lives
Social	COURTESY – Restoration – self awareness All contribute to and are constitutive of a student’s social skills, by which is meant their capacity to take global as well as local responsibility for themselves and others. CONFIDENCE – Resolution – social consciousness

Students and staff are responsible at all times for their own personal conduct and conformance with the academy’s philosophy and values. Staff also have a responsibility to explain the expectations of conduct to their students, guiding them towards greater autonomy while using appropriate reminders as needed and must lead by example. The principles underlying expectations are:

- That all members of the academy have the right to enjoy a safe and predictable environment
- That everyone will respect the rights and property of others
- That everyone who participates in academy life will do so to the best of their abilities
- That everyone will behave in a thoughtful and courteous manner while in the academy or in attendance at an academy-related function.

By adhering to the expectations, we can benefit from an Academy with an excellent atmosphere in which to learn, develop and enjoy ourselves. The expectations the academy has of its members can be shown in this way:

	meaning	friendship	Endeavour	truth	liberty	beauty	fulfilment	social
self knowledge	resolution	obedience	Perseverance	reflection	autonomy	creativity	diligence	listening
generosity	open-minded	caring	hope	reasoning	justice	good grace	flourishing	charity
challenge	ambition	aspiration	resourcefulness	inquiring	democracy	invention	seeking	accountability
courage	decision	integrity	industry	honesty	resilience	attention	risk-taking	character
kindness	sympathy	sharing	engaging	feeling	peace	appreciation	giving	responsibility
compassion	empathy	consideration	teamwork	thinking	honour	receptivity	humility	balanced
courtesy	politeness	respect	effort	fairness	supportive	praise	value others	citizenship
confidence	self esteem	humour	skills	knowledge	calm	self image	restoration	communication

HAVELOCK ACADEMY

ASPIRATIONS

As members of the Havelock community we aspire to:

1. work hard and be enthusiastic about our achievements and progress
2. find inspiration in our work and seek inspiration through links with the global community
3. be highly organised and diligent in order to develop the motivation to succeed
4. have the confidence and character to stand up for our convictions with courage
5. be considerate and tolerant of others and show courtesy at all times
6. be a friend to those who need us and show thoughtfulness towards all
7. be considerate to the needs and welfare of others and speak openly
8. work both independently and with others to develop new skills and take on new challenges

Expectations for student behaviour are defined by our desire to create and maintain a stable and predictable environment. This implies co-operation between all involved which protects the rights and property of others and ensures that interaction is thoughtful and courteous. At the beginning of each school year, time needs to be given to the discussion and presentation of our principles so as to be clear about our expectations. This is consistent with our goal of encouraging students to be responsible and self-reliant. The smooth operation of our academy relies, not upon pages of rules and consequences, but rather upon the willingness of the students to act well, demonstrating respect for others, their rights and their property. Every effort will be made to help students to learn appropriate and responsible behaviour.

There are, however, certain behaviours and actions that will not be tolerated. Any student who persistently infringes upon the rights of other students to enjoy the benefits of the academy will be asked to reflect on and to improve their conduct. Disruption in class or on school grounds, physical or verbal bullying or harassment, or any other form of anti-social behaviour are unacceptable. In exceptional circumstances, decisions over exclusion (see our policy) rest with the Principal. The academy's expectations apply at all times, including when travelling to and from the academy, or on trips or other activities.

In terms of our day to day expectations, everyone must contribute through responsible behaviour and respect for individual liberties to the smooth running of the academy, thus guaranteeing the enrichment of all. The academy's expectations must be fully respected in order to allow us all to live together in harmony and promote, with everyone's conscious effort, a genuine broadening of horizons.

CODE of CONDUCT

The practical expression of our aspirations for all students – our code of conduct (or what we expect of students) - states that you should:

1. Greet each other in a friendly way, speak with courtesy, using proper language and volume
2. Listen to and look at the person you are speaking to
3. Be calm and quiet in classrooms and corridors
4. Arrive at class with the correct equipment
5. Be on time for tutorials, classes and activities
6. Return anything you borrow and leave facilities as you would wish to find them
7. Look after the whole environment, including yourselves, carefully
8. Ask appropriate questions, think hard, judge wisely and choose honestly
9. Seek never to hurt, or allow others to be hurt
10. Look for ways to help, include, forgive and encourage others
11. Give people the space they need
12. Wear your uniform with pride
13. Complete homework and other tasks as fully and as well as possible