



Vision & Ethos Policy

Last reviewed: May 2026

Reviewed by: Head Teacher

Review frequency: Annual

Approved by: Full Governing Board
14/05/2026

Review next due: May 2027





Integrity

Pride

Curiosity

Belonging

Bravery

Castle Hill Vision statement

At our school, we act with integrity, take pride in our actions, nurture curiosity, create a strong sense of belonging and encourage bravery in all that we do.

Words matter. Why?



Castle Hill Primary provides a welcoming, safe and stimulating learning environment, securing and promoting links between school, home and the wider community. We want all pupils to feel a sense of belonging and to feel pride in their achievements and their behaviour. The pupils at our school are at the heart of everything we do.

Our strapline is:

'Words Matter – Why?'

At Castle Hill, we strongly believe in the power of words and in how words can shape the world around us. Language development and comprehension is key to a child's social and emotional wellbeing, their academic progress and their success in later life.

We also believe firmly in social justice and that all pupils should have equal access to the knowledge they need to succeed.



Key features of the school, in keeping with our vision and ethos, are:

A shared vision and values – relationships are central to our school ethos. If children develop strong relationships with their teachers and with their peers and are happy at school, then children will be best placed to learn and grow. Our vision relies on everyone believing that 'Words Matter.' How we communicate with others – verbally, non-verbally and in writing – truly matters and has an impact on ourselves and others.

An inclusive environment – Castle Hill aims to ensure that every child enjoys, and can access, their learning successfully. We strive to identify, and break down, any barriers to learning in order that all children can achieve their full potential. We nurture pupils and aim to instil an understanding that we are all unique along with a sense of compassion and empathy for others. We aim to ensure that all children, regardless of ability or background, feel a true sense of **belonging** to our Castle Hill community. The British Values of 'Democracy'; 'The Rule of Law'; 'Individual Liberty' and 'Mutual Respect and Tolerance for Different Faiths and Beliefs' are explicitly taught through PSHE lessons and assemblies and are continually promoted and reinforced at every opportunity.

Excellent attendance – Attendance matters. The highest levels of attendance are required by pupils. If children are not in school, they cannot learn and if children are not in school, this can affect their emotional wellbeing and their friendships.

High expectations of behaviour – Ensuring high standards of behaviour in classrooms is essential to assure that high quality teaching and learning can take place. Our teaching and support staff will act as excellent role models for pupils and will demonstrate what it is to act with **integrity**. Staff will have very high standards of pupil behaviour promoting intrinsic reward. Pupils are recognised for excellent behaviour and for following the school behaviour motto of ‘First time, every time.’

A bespoke broad and balanced curriculum– In addition to the core subjects of English, Maths and Science, Castle Hill offers a carefully constructed foundation curriculum which takes in to account the context of our local area and builds effectively on prior learning. Key enquiry questions are used to promote pupils’ **curiosity** about the world around them. We also promote learning beyond the classroom through the use of Castle Hill’s 10 Opportunities and through things such as school trips and visitors to school to build cultural capital and life experiences.

Meeting pupils’ needs– research shows that ‘Quality First Teaching’, based on Rosenshine’s Principles, is key in achieving the best outcomes for ALL pupils. This is always our starting point by ensuring that we appoint the highest quality teachers for our school. All teachers at Castle Hill use adaptive teaching to allow pupils to access the curriculum and achieve their potential. Classrooms are designed to be inclusive and to meet a range of needs by using things such as visual timetables and toolkits to support learning. The INCO will ensure we meet the SEND Code of Practice requirements and work with teachers and external agencies to give tailored support to those pupils with specific needs.

Encouraging a positive home-school partnership– A close home-school partnership is important to helping achieve the best outcomes for children. Working together is essential to success. Using tools such as Seesaw and the weekly newsletter, as well as parents’ evenings and end of year reports, parents of our pupils will be informed about their children’s progress in school. We have a rolling programme of events from Reception to Year 6 where parents are invited in to school such as: The Nativity, Harvets Festival, Christmas Sing Along and Easter Celebration. Castle Hill is supported by the FRIENDS of Castle Hill who arrange events for the children and parents of the school such as school discos and quizzes as well as events for the wider local community such as ‘The 3 Peaks Challenge’ in Brockworth.

Supporting pupil wellbeing and emotional resilience –All our pupils should feel happy and safe at school. We believe that positive relationships between pupils and staff is key. Pupils are welcomed into their classrooms every morning by their teacher/teaching assistant. Pupil wellbeing is closely monitored by all staff within the school and extra support put in place where necessary. In addition, Castle Hill Primary School will work with other external agencies such as Young Minds Matter to offer more intensive support where necessary. We encourage **bravery** in all that we do from asking a question in class, to persevering when the going is tough and standing up for what is right.

Castle Hill aims to create hard-working, high-achieving pupils who strive for success in all they do and take **pride** in their achievements. Packtypes will be used as a tool to support and develop emotional intelligence and to help pupils identify areas of strength and areas for development.