

Ethos Position Statement

Background

The College Mission is to *be a centre of educational excellence, opportunity, challenge and support within a caring Christian environment*

Implications

- This leads us to set out to be a *Catholic College for the Community, based on the vision and values of Catholic education, serving* the educational needs not just of those from the Catholic tradition but also those from other faiths or none. However, Carmel recognises its responsibility to serve local Catholic 11-16 schools as a priority, followed by those young people from local high schools which do not have their own sixth form provision. These priorities inform the decision to offer partnership status to these schools. Students from other schools are encouraged to apply but have to meet higher entry criteria. Our mission also leads us to actively serve students with a range of learning difficulties and disabilities
- The College actively promotes the social, moral, spiritual and cultural development of its young people by:
 - Using the opportunities presented by the specifications of all subjects to prompt exploration of such matters.
 - Providing a programme of General Religious Education for all 16-19 year olds which encourages students to explore and develop their own beliefs including consideration of the Catholic Christian tradition.
 - Providing a chaplaincy centre consisting of chapel, multifaith prayer room and social area at the heart of the college, with open access at all times.
 - Providing opportunities for the engagement of students in a range of Chaplaincy activities.
 - Providing opportunities for prayer and reflection, services and celebrations which mirror the liturgical and academic years
- The Catholic nature of the College informs the approach taken to student support and guidance, promoting the principle of *going the extra mile*, and making Carmel a welcoming place. The highest standards of personal behaviour and commitment to work are expected. When low standards are challenged it is done so with a commitment to support and forgiveness.
- The College has a responsibility to reach out to the wider community, local, national and international. Charity work is integral to what we do and enriches the lives of our students. Our Fairtrade College status emphasises our commitment to social justice and international awareness.
- All staff, teaching and support, are expected to make a positive contribution to the ethos of the College. This is set out in contracts and job descriptors and explored during the appointment process. Annual staff training is provided to support the understanding of staff members
- Catholic principles underpin College HR policies and procedures and their implementation. The same ideals of support and forgiveness apply to relationships between staff, managers and Governors.
- Relationships with parents and other stakeholders are underpinned by these same principles.

Quality Assurance

The quality of the Catholic ethos of the College is monitored using the standard quality cycle with the main vehicle being the annual Self Assessment Review. Sources of evidence for this review include Student Voice, Staff Climate Survey and lesson observations.

A Chaplaincy Committee, chaired by the Principal, considers not simply Chaplaincy matters but other ethos related issues. Its minutes are considered by the Corporate Management Team.

The Chaplain presents an annual review of Chaplaincy to the Governing Body.

The Governing Body have considered the Catholic nature of the College on a Strategic Planning Day in January 2013