



## Statement of Aims and Ethos

Pangbourne is a modern, friendly boarding and day school for about 400 boys and girls aged 11 to 18. It provides a challenging all-round education, with many opportunities for participation in sport, music and other co-curricular activities, and an excellent system of caring for the development of each individual pupil. The College is an International Baccalaureate World School and is committed to developing inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

The importance placed on maintaining the traditions of teamwork, leadership, self-discipline and service, and the uniform, set it apart from other independent schools. Much emphasis is placed on the development of character, and the College is proud of its reputation for the 'flag values' of kindness, selflessness, moral courage, industry, initiative, resilience and integrity. A school with a Christian ethos, the College provides a sensitive and relevant framework of values and opportunities within which pupils can reflect on the connection between belief – religious or otherwise – and action, and in which their understanding of faith can develop. It aims to prepare them for 'a life that has meaning within a world that makes sense' and a questioning attitude is encouraged.

The academic range of pupils at entry is wide, because the emphasis is on the whole individual, and there are many pupils here whose main talents are sporting, musical or artistic rather than academic. Nevertheless, it is the expectation that all pupils admitted will gain three good A levels or an IB Diploma and move on to higher education after leaving Pangbourne, if they wish to. Pupils with special needs will be welcomed if they are deemed capable of succeeding within that academic framework. The main focus in the College is academic, and the first line of our Code of Conduct says: 'We are here to study and to learn'. Pupils are encouraged to develop their sense of curiosity, to think for themselves and to realise that intellectual satisfaction is best attained through personal endeavour.

The College takes seriously its duty to safeguard and promote the welfare of all children in the College and expects all staff and volunteers to share this commitment. It practises Safer Recruitment in line with DCSF guidance to ensure the suitability of all staff to work with children.

Pupils are a mix of locally, nationally and internationally-based boys and girls. Although predominantly a boarding school, by numbers and in the way it is organized, the College also accepts day pupils. The proportion of boarders increases moving up through the College, so that although only 30% are boarding in the Junior House, and 50% in Forms III, IV and V, by Form VI the figure has risen to 70% or higher. Approximately one third of pupils are girls.

The College aims to continue to improve. An honest and reflective attitude is encouraged of managers and all staff are able to contribute to the discussion which helps to formulate the Development Plan, either by making suggestions directly to the Headmaster or through any member of the Senior Management Team. The welfare and development of staff is a priority

and is monitored through the system of Appraisal and Review, and appropriate INSET is planned carefully. It is recognised that adults working within the College may be the first to identify the existence of a risk of harm – whether in a Safeguarding or Health and Safety sense – and the College will take all measures to protect from victimisation or harassment anyone who raises concerns in good faith. It is hoped that causes for complaint will be rare but all complaints will be taken seriously, whether made by staff, parents or pupils.

The policies (or guidance, where stated) below expand on some of the aims and ethos expressed in this statement:

- Safeguarding (Child Protection)
- Safer Recruitment
- The Code of Conduct
- Teaching and Learning
- Pastoral
- Boarding
- Behaviour
- Spiritual
- Chapel and Parades
- Leadership
- Admissions
- Guardians
- Financial Awards
- Bursaries
- Professional Conduct (Guidance)
- Academic Staff Appraisal and Review
- INSET and Staff CPD
- Health and Safety
- Whistle Blowing
- Complaints Procedure for Parents & Guardians
- Complaints Procedure for Pupils

TJCG 2/10/11

Next review due October 2012