

**Winchester House School**  
**Aims and Ethos Policy**

Version 1

Responsible Governor: n/a

Last reviewed: 30th Sept 2020 (ECG)

11th August 2021 (KD)

Adopted by Governors: n/a

Next review due: 31st January (AL)

## Winchester House School Aims

The aim of Winchester House is to develop life-long learners with a spirit of resourcefulness and self-reliance within a warm and purposeful community. We do this through the Winchester House Way.

- Treat others as you would be treated
- Forgive
- Share
- Listen
- Be Honest
- Be kind and helpful
- Be gentle
- Do your best to be your best self

Below is the breakdown of the key areas of school life with their individual focus which ties into the aim of the School.

### Pastoral

To provide outstanding pastoral care which will ensure the wellbeing of children and staff socially, intellectually, physically and emotionally.

*Leadership Group Responsibility:* Senior Deputy Head Pastoral (Pastoral Management Group)

### Curriculum

To provide an ambitious curriculum which has breadth and depth and focuses on the children taking responsibility for their own learning with the aim of becoming life-long learners in every area of their lives (academic, artistic, creative...). To ensure there is outstanding learning and teaching.

*Leadership Group Responsibility:* Deputy Head Academic (Curriculum Management Group)

### Financial

To manage the School efficiently and provide good value for money. To maintain a surplus that enables the School to reinvest in order to achieve its aims. To develop a bursary fund through donations to enable the School to support children who would not otherwise be able to experience a Winchester House education and therefore fulfil its charitable status.

*Leadership Group Responsibility:* Director of Prep School Finance

### Business Development

To ensure that the School and facilities is a 52 week operation by developing commercial interests.

*Leadership Group Responsibility:* Director of Operations

### Governance and Management

To have a robust governance and management structure with a clear mandate for compliance and to ensure the development and financial security of the school. To have clear monitoring strategies in place to ensure legal and ISI statutory responsibilities.

*Governors Committee Responsibility:* Stowe Group Board of Governors and Prep School Committee

*Leadership Group Responsibility:* Interim Head

### Community

To develop the links with the Alumni and create a cohesive sense of community within the staff, parent and pupil body.

*Leadership Group Responsibility:* Stowe Group Marketing and Interim Head

### **Estate and Development**

To establish a well maintained and managed site and further improvements.

*Leadership Group Responsibility:* Director of Operations and Stowe Estates and Education Committees

### **Employer of Choice**

To recruit excellent staff in all areas of the Winchester House operation to ensure the delivery of a first class education. To ensure that the well-being, terms and conditions policies and practices attract the highest quality of staff.

*Leadership Group Responsibility:* Director of People (from September 2021)

### **Social Responsibility**

To build on relationships within the local community, so that Winchester House reaches out to support and seek support from the community within which we work and live. To endeavour to make a Winchester House education available to those who would benefit but could not otherwise afford it.

*Leadership Group responsibility:* Interim Head, Director of Prep School Finance

### **Environmental Responsibility Targets**

To ensure our community is as environmentally friendly as possible.

To consider how we can reduce our carbon footprint and raise awareness and implement initiatives across the Winchester House community.

*Leadership Group responsibility:* Director of Operations

## **Ethos**

WHS extends a warm, family atmosphere to all within the community: pupils, teaching and non-teaching staff and parents. At the heart of the school lies its commitment to boarding life and we recognise that children will either board occasionally, or weekly. There is no compulsion to board, but we believe that boarding helps create assurance and independence and the majority of children board before moving on to boarding senior schools.

Each child is an individual and we are determined to meet his/her particular needs. We want all our children to feel safe and secure, so that they can begin to develop the confidence to enjoy the wealth of opportunities we provide.

Part of our role is to create as many opportunities as we can for all children. We look to extend all pupils, inside and outside the classroom, and we encourage them to aspire. We reward achievement, endeavour and we encourage all pupils to take responsibility for themselves, for others and for their school.

Throughout their time at WHS, we work with parents to build a relationship that will underpin each child's development at the school. Traditional values and high standards, supported by a strong Christian ethos, are expected. We value virtues such as compassion, competition and resilience as much as we do examination grades and we aim to enable every pupil to benefit from a rounded education that will prepare them thoroughly for their next school and life beyond.

As a member of the Stowe Group of Schools we are changemakers. As such within our community and underpinned by our Winchester House Way, we have a sense of challenge and responsibility to ourselves and others.