



Working together to achieve excellence through learning

Our purpose:

To educate, inspire and celebrate our students so they are able to reach their full potential: as active citizens within a community; as resilient and successful learners; as valued employees; as confident and independent individuals.

Our aims:

Community

We believe that all our students are unique individuals who have their own contribution to make to the life of the academy, their friends, their family and their wider community.

Therefore, we aim:

- To provide a range of opportunities for students to access and engage with the local community.
- To ensure students are respected as individuals and not defined by 'labels'.
- To encourage partnership working with parents/carers to promote the development of each student.
- To foster strong and trusting relationships between students and staff, to enable each individual to be understood.
- To build a strong community through celebrating each other's success, understanding the needs of others and developing emotional literacy.
- To value and encourage student voice within all aspects of the school.

Independence

We believe that all our students must access and be taught independent skills, so as they develop, they can make informed choices about their next steps and personal aspirations.

Therefore, we aim:

- To promote independence skills and development within the curriculum design for each Gallery and through individual target setting (EHCP outcomes).
- To ensure development through promoting a spiral approach* within the curriculum.
- To provide contextual experience and opportunity through residentials, community-based learning and the unique school environment; Packham house, cooking room, construction room and the work experience café.
- To be aspirational and ensure society does not hold back our students due to 'labels' and to build on student personal interest and aims.
- To enhance learning experiences and prepare students for the modern world by embedding use of relevant technology within independence opportunities.

Communication

We believe that all our students have a right and need to be able to effectively communicate with others; to express need, to build and develop relationships, to be active citizens within a community and to make choices.

Therefore, we aim:

- To teach and develop communication skills within specifically designed lessons for each Gallery and through individual target setting (EHCP outcomes).
- To offer rich communication application opportunities through building strong connections within the local community; through actively developing partnership working, engaging with community-based learning opportunities and through members of the community working within the school.
- To work with Speech and Language Therapists (SaLT) to ensure advice is embedded into learning opportunities.
- To develop communication skills within a range of opportunities across the school day, ensuring students are also confident to communicate outside of the classroom environment; free association, eating in the dining hall and taxi time.
- To teach approaches and strategies to support communication, which include making the most of technology.
- To build confidence through celebrating individual success.

Employment

We believe that to empower all our students and to support them into adulthood, they require key skills associated with gaining and maintaining employment. They need to know their strengths and passions and how these can support employment opportunities.

Therefore, we aim:

- To promote employment skills and development within the curriculum design for each Gallery and through individual target setting (EHCP outcomes).
- To ensure development through promoting a spiral approach* within the curriculum.
- To successfully embed all of The Gatsby Benchmarks** into our curriculum offer.
- Where possible, to provide real life employment experiences to build confidence and understanding.
- To specifically develop skills and offer accreditation opportunities which are recognised by employers and support individual aspiration.
- To ensure all transition students meet with a career's advisor, to gain individual advice and guidance.

Education for life

We believe that all our students should access a challenging and stimulating curriculum which meets individual learning need, is motivating, inspires personal interests and develops the core skills students need to fully access the world around them.

Therefore, we aim:

- To determine through comprehensive assessment the learning needs and strengths of each student, to ensure challenging and individual targets can be set.
- To teach lessons which support individual special educational need through use of differentiation.
- To promote and review evidence-based teaching strategies, to ensure teaching is highly effective.
- To develop an emotional learning experience for students through ensuring the curriculum aligns with students' interests, is creative and engaging.

- To identify and provide regular opportunities for professional development, to ensure staff continue to develop expertise in both subject and pedagogical knowledge.
- To enhance learning experiences and prepare students for the modern world by embedding technology within learning opportunities.

Behaviours for Learning

We believe that our students need to learn about emotional regulation, so they are able to make the most of all learning opportunities, be confident individuals, and be able to support their own emotional needs as they progress into adulthood.

Therefore, we aim:

- To consistently develop and evolve our restorative practice, ensuring the approach continues to be at the core of our actions and school culture. This enables us to support students to take responsibility for their own choices and actions and help them understand the value of this within the wider world.
- To ensure all of our community understand that behaviour is a form of communication and to develop strategies to support students communicate in safe ways, which will support them into adulthood.
- To continually strive to capture and promote student voice.
- To support student need through a range of creative and individual approaches which support emotional regulation: access to music/art and dance therapy, interventions, personalised pathways and resourceful approaches to learning.
- To celebrate success through embedded school structures.
- To understand all students as individuals and strive to build strong relationships with them.

Our values

As a restorative school, we have a key focus on supporting students to understand and demonstrate core values. We believe strong values support students to be a respected part of a community, to make the most of learning opportunities and to be successful. Iffley's core values are:

- Respect
- Confidence
- Responsibility
- Reflection
- Resilience
- Individuality

*A spiral approach promotes opportunities to re visit topics and themes, with each encounter building on the previous learning.

**The Gatsby Benchmarks are a framework of 8 guidelines that help schools to provide high quality career guidance