



Values & Ethos in Action

As set out in our [Values and Ethos Statement](#), we focus on three simple priorities in trying to meet our goals. These are:

1. An uncompromising focus on high academic standards and excellent teaching and learning
2. Encouraging participation in a wide-ranging programme of extra-curricular activities and opportunities to develop leadership skills
3. Promoting the importance of being decent, socially responsible members of the community

These priorities are not abstract; they really do drive what we do every day. This document demonstrates our values and ethos 'in action' by setting out some of the many things we do in each of these areas.

Priority 1: An uncompromising focus on high academic standards and excellent teaching and learning

For students:

- A curriculum that is driven by the needs of students rather than performance tables; there are no 'soft' options
- Consistently excellent performance in the core academic 'Ebacc' subjects. LHS was in the top 100 non-selective schools in the country in 2015 and 38% of students gained EBacc in summer 2016
- Between a quarter and a third of students
- Achievement assemblies and Awards Evening specifically celebrate *academic* achievement
- BT Bootcamp career and aspiration programme (Y10)
- Star of the Week (weekly faculty nominations for top performers meet with Headteacher)
- BfL grades and Hall points system offer rewards for excellent performance in lessons
- Spelling Bee competitions

For staff:

- A culture of 'high expectations and rigour, but underpinned by common sense and humanity'
- Bespoke CPD programme for teachers at different stages of careers, based around our vision of what constitutes excellent teaching (the LHS 'Golden Five')
- Investing in Excellent Teaching programme (a two day CPD programme that we run for three local schools and which all our staff will attend)



- have gained 5+ A*/A grades in each of the last two years
- Scholars and Gateway programmes provide enrichment for top 10% of each year group
- Over a third of sixth form students typically go onto the prestigious Russell Group universities
- Exams in all year groups recently introduced, with results for KS3 reported alongside median and 10th percentile marks to raise the profile of, and underline the importance of, academic achievement
- Headteacher letters home to recognise excellent performance in exams
- Recent introduction of 'Show My Homework' to raise profile of homework
- Early GCSE in Latin recently introduced for Year 8 scholars
- EPQ qualification recently introduced in 6th form
- Essay competitions in school
- One of our sixth formers won the Pembroke College, Oxford essay prize for 2015/16
- 3rd place in UK Maths Challenge for Y8 team in 2015/16
- Word of the week & numeracy challenge in daily bulletin
- Participation in various Science, Technology, Engineering and Maths (STEM) events
- Oxford Roadshow
- Increasing use of 'achievement wall' displays in faculties to publicly recognise excellent achievement in subjects
- Learning to Learn programme (6th form)
- Very high expectations of behaviour in lessons and around school
- in due course)
- Leadership development programmes for colleagues with leadership aspirations at all levels (e.g. five colleagues have already been on the PiXL leadership course)
- Coaching programme for middle leaders
- Development of 'Aspiring Senior Leaders' programme that we run for colleagues across Warrington schools
- Teaching & Learning book club
- Weekly T&L challenges, with prizes for colleagues brave enough to try new techniques
- Robust appraisal (performance management) system that expects excellent/outstanding performance, but is focused on providing support and development



Priority 2: Encouraging participation in a wide-ranging programme of extra-curricular activities and opportunities to develop leadership skills

- 583 students have achieved Bronze on the Leadership Ladder by end of 2015/16 – including over half of KS3 students. 225 have achieved Silver, 52 Gold and 2 Platinum.
- Leadership Ladder tracked carefully by Heads of Year, including targeting of key groups. Numbers rising rapidly in target groups.
- Tremendous success with music groups – e.g. 1st and 2nd place at the Accent Schools Music competition and String Quartet made the final round of National Music for Youth competition.
- Consistent success in a wide range of sports. E.g. quarter finalists of NatWest rugby and winners of Cheshire cup in 2015; previous top 10 finish in the country at National Tennis Finals (Aberdare & Glanvill Cups); regional Netball finalists; plenty of local success
- Over 70 trips offered annually, including use of the school's own residential centre in Anglesey, Ty'n-y-Felin and visits as far afield as Morocco, New York and South Africa.
- School awarded Artsmark in 2015/6 and expecting to achieve Gold this year, recognising commitment to, and success in, the Visual and Performing Arts.
- Annual Performing Arts performance involving c300 primary school students and c100 of our students; performed in the Parr Hall (and many other drama, dance and music performances every year, including opportunities for solo performances)
- National Connexions project
- Ryman National Enterprise Challenge
- MasterChef competition (including our version for primary students, which led to one group progressing to the
- 6th form peer mentors (e.g. reading ambassadors; paired Maths)
- Debates: e.g. debating club; mock general election; EU referendum debates
- Student-run school restaurant (Chapters)
- 6th form senior leadership team + Hall captains
- Lead learners
- Year 7 helpers at parents' evening and Open Evenings
- Afriwin programme – biennial visits to partner school in S.Africa and lots of fund-raising and awareness raising in between
- 6th form students helping Year 7 every year on Tynny trips
- Sports Day
- Founders Day
- Lymm Live festival – annual event showcasing music and attended by large numbers of the local community
- Rotary club speaking

Values & Ethos in Action

- Long track record of regional and international sportsmen and women. In 2014/15 & 2015/16 we had 6 national/international, 24 regional and 26 county sportsmen and women.
- School colours awarded to anyone playing at regional or national level and all county players are celebrated on our honours boards in the Atrium
- Huge number of lunchtime and after-school clubs available (over 50 at the last count)
- national finals in 2015/16)
- VEX Robotics competition
- L3 BTEC students running primary school competitive sport programme
- Young Librarians
- School council; Halls council; Form captains, Sports Captains = all leadership opportunities
- Lymm High School Student Radio
- Student-led assemblies
- Student ambassadors
- Duke of Edinburgh (27 currently on Silver, 25 on Bronze)
- competition
- Gardening club enters Arley Hall competition and has exhibited at RHS Tatton Park flower show
- Various exhibitions in the visual arts. E.g; at the Gateway centre in Warrington
- Annual 'clothes show' to celebrate work of fashion students
- 6th formers running various different clubs for lower school students at lunch or after-school (e.g. STEM club for girls)

Lymm High School





Priority 3: Promoting the importance of being decent, socially responsible members of the community

- Regular, explicit reinforcement of the importance socially responsibility via assemblies
- Strong culture of raising money for good causes. Eg: over £15,000 pounds raised for charity last year; each Hall has its own nominated charity; Afritwin = link with school in S.Africa for last 13 years
- Halls system promotes ethos of in-school community, with family links etc
- Musicians regularly play at events in the community – e.g. Rotary Club dinner; Lymm Ladies lunch; Xmas at old people's home
- Trussell Trust food collection for Warrington Food Bank (well over 800kg of food collected in autumn 2016)
- Lots of students help out in local community events – e.g. Dickensian Day
- Links with Keats House (OAP home). E.g. musicians play there fortnightly; 6th formers go to help residents develop ICT skills
- Year 7 decorate Xmas trees for charity event at Arley Hall
- Prefects system encourages social responsibility – e.g. prefects carry out break/lunch duties
- Students regularly returning to primary schools to help out at various events and to provide mentoring
- Founder's Day = sponsored walk + stalls to raise money for local charity, combined with lots of activities where students go into the community to help support local causes (e.g. visit old people's home; treasure hunt organise for nursery children; litter pick; visits to primary schools)
- CPR programme for 6th form
- Prince's Trust group take part in garden tidy-up and cook for pensioners
- Operation Christmas Child is very well-supported
- Plans for litter-picking team to go into community at least once a week
- Sports Leaders work with primary students regularly (e.g. cricket coaching in summer 2016 and primary competitive sport programme 2016-17)
- Newly appointed Heads of Ethos (Sept 2016) have detailed action plans to develop the opportunities to demonstrate social responsibility
- Plans for 'Pink Friday' term later this year to raise awareness of, and demonstrate support for, LGBT issues
- Increasing numbers of awards to recognise students demonstrating social responsibility (e.g. the new Woodyatt Cup at Awards Evening)
- Thought For The Week to be reintroduced and reinforced through displays around school
- Plans to introduce a regular Celebration Evening ('Pride of Lymm') this year to recognise students who demonstrate our values and ethos in action