

International Cross of Nails Schools



**SPIRITUAL
MORAL
SOCIAL
CULTURAL**

**ETHOS, DEVELOPMENT AND
EVALUATION**

LETTER RECEIVED FROM THE BISHOP OF COVENTRY AFTER HIS VISIT JANUARY 2012

I very much enjoyed my visit to Westwood Academy.

It was fascinating to see something of way the school has developed over the years and has become not only a serious learning environment but also a genuinely caring community with a deep reach into the wider community. Indeed, you have shown that the two belong intrinsically together. It was also hugely encouraging to hear more about the Academy's commitment to the spiritual dimension of human life and its support of the role of the chaplaincy in the lives of staff and students.

Having been a Principal of two theological institutions I have some idea about the demands of heading up educational institutions and leading them through periods of change and development. So I have no doubt that your own great commitment and dedication to the well-being of Westwood has played a critical part in all that it is doing for so many young people of the area.

As I said, Christian Faith is fundamentally concerned with the raising of people to their full dignity and I saw a great deal of evidence of that happening at Westwood Academy. Thank you for your invitation to visit and for the time that you and your staff gave to me.

With very best wishes,
Yours sincerely,

+Chris Jasper



The Westwood Academy is the first non-church secondary state comprehensive school in the United Kingdom to be awarded a Cross of Nails by Coventry Cathedral for its work on peace and reconciliation and on community cohesion - local and international. The Westwood Academy has become one of 10 International Cross of Nails Schools in the world. The cross of Nails is a symbol associated with Coventry Cathedral: a simple cross of three nails was made from nails of the roof found in the ruins of the old Cathedral.

At The Westwood Academy we recognise that the personal development of pupils, spiritually, morally, socially and culturally, plays a significant part in their ability to learn and achieve. We therefore aim to provide an education that provides pupils with opportunities to explore and develop their own values and beliefs, spiritual awareness, high standards of personal behaviour, a positive caring attitude towards people and an understanding of their social and cultural traditions.

As a school, we aim to provide learning opportunities that will enable pupils to sustain their self-esteem in their learning experience. We want them to develop a capacity for critical and independent thinking and this is done through the teaching of the curriculum and other experiences, some noted on the following pages, organised for our pupils.

As a school we aim to foster their emotional life and express their feelings; Peer Mentors, Pupil Voice, Youth Inclusion Worker, Chaplain and an outstanding pastoral system (Ofsted 2010) will allow that. Our pupils and staff are encouraged to experience moments of stillness and reflection in assemblies, services in our Peace Garden and celebrating the seasons (Lent, Ramadan, Diwali to name a few). We encourage our pupils to discuss their beliefs, feelings, values, responses to personal experiences and tragedies and to form and maintain satisfying relationships.

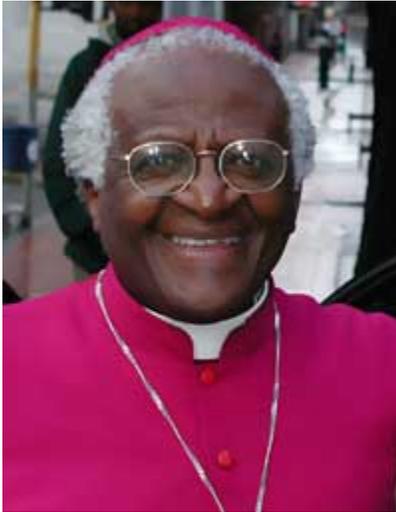
We encourage our community to consider and celebrate the wonders and mysteries of life through events, lessons and seasons and we are actively involved in Community Cohesion events. In our 2010 Ofsted Inspection the Inspectors judged Community Cohesion as outstanding.

Visitors are welcome into our school. Parents are encouraged to see the school as their school and not just their children's, recognised in a recent publication 'School leadership for Public Value by Denis Mongon and Charles Leadbetter IOE press 2012, in which we were used as a case study, again Ofsted judged parent's involvement to be good. Links with the Church are fostered through links with The Westwood Church, Youth for Christ, Nexus, The Crusaders and Coventry Cathedral. We welcome visitors and speakers from other major faiths; we regard home-school links as crucial enabling parents and teachers to work in an effective partnership to support the pupils.

Pupils are taught to appreciate their local environment and to develop a sense of responsibility to it. The Westwood Academy is the only secular school with a Chaplain since 2005. The Chaplain and his team run an Internet-café Club every week for Key Stage3 pupils and another one for Key Stage 4 pupils. These clubs are very popular. The Chaplain also organises Carol Services in school and at the local church; an Easter Trail for Year 7 pupils and themed weeks based on hope, trust and reconciliation.

Our School Gospel Choir is equally popular with pupils and some of them have joined the Cathedral Choir. The Westwood Academy has become a centre for peace and reconciliation, a place of Community Cohesion not just for our own school community but for the local and international community. Indeed we have developed links with China, Turkey, Kenya, Uganda,

Russia and Germany. In the latter, we are hoping to send a team of pupils, staff and community members to visit our partner school in 2012, returning their recent visit to us in 2011.



Our pupils have been involved in Peacejam for a number of years, and in 2010 they met with Jose Ramos Horta and became Peacejam Ambassadors and in the words of Archbishop Desmond Tutu “it seemed like a crazy idea at the time, but it has gained momentum and made a huge, huge difference in the lives of many young people, by giving them hope and direction.”

With all this in mind and many other community initiatives The Westwood Academy was granted the Cross of Nails. It is a symbol associated with Coventry Cathedral: a simple cross of three nails made from the nails of the roof found in the ruins of the old Cathedral. This now stands on the altar of the new Cathedral and has become an international symbol of peace and reconciliation. Cross of Nails Communities exist all over the world in churches, prisons, schools indeed anywhere where the work of peace and reconciliation is important to that community; only 10 schools in the world are already “ICONS” (International Cross of Nails Schools). The Westwood Academy is the only non – denominational “ICON School”.

This seems very appropriate since reconciliation, peace-making, conflict resolution, community cohesion, international status, SMSC (good in OFSTED report), the only secular school with a chaplaincy team and other provision for Christian and Muslim pupils, concern all sorts of areas of school life including Pastoral and Curriculum areas.

So what does “reconciliation” mean in reality at The Westwood Academy?

At The Westwood Academy we are committed to reconciliation peace and forgiveness in our daily practice of education from the practicality of our behaviour policy, to Community Cohesion our links with local, national and international networks, families’ charity and development work.



THE EXTENT OF PUPILS' SPIRITUAL, MORAL, SOCIAL AND CULTURAL DEVELOPMENT

2011 subject and involvement summary

1. PUPILS' SPIRITUAL DEVELOPMENT:

Through a recent survey of curriculum practises (2012) pupils at the Westwood Academy experience curiosity and a strong sense of belonging. They understand the value of relationships and develop a caring attitude towards each other. Self-awareness is encouraged and opportunities to be creative and inquisitive are numerous while recognising, accepting and celebrating diversity especially in religious beliefs and traditions. Pupils experience prayer and worship at different time during the academic year, for example, in the September Harvest festival, November All souls and Remembrance service, December Christmas Carol service and the Easter service.

2. PUPILS' MORAL DEVELOPMENT:

Pupils at the Westwood Academy are provided with a clear moral code, opportunities to explore right and wrong and moral decision making as well as getting to know role models of virtue. Moral insight and good behaviour are rewarded and celebrated with our community (e-rewards, prizes, parents invited, assemblies, well-done meetings, post home...)

3. PUPILS' SOCIAL DEVELOPMENT:

Pupils at the Westwood Academy are encouraged to work co-operatively. The school ethos fosters a sense of community with values (both moral and spiritual). Pupils have many opportunities to develop and exercise leadership and responsibilities which will help in the world of work and as future citizens.

In May 2012 seven pupils represented the school at Coventry Cathedral for their Jubilee Anniversary. They took part in the opening procession and have established a link with Bishop Josiah from Nigeria who would like his Diocese to be linked to the school

4. PUPILS' CULTURAL DEVELOPMENT:

Pupils are encouraged to recognise and understand their cultural assumptions and heritage. They are given many opportunities to enjoy culture in its many forms. Cultural achievements are widely celebrated in the school and often in the school community. There is a real willingness to participate in cultural activities and enterprises. We welcomed, recently, a party of German students from our twin city of Dresden who are also Cross of Nails partners.

RELATIONSHIP WITH COVENTRY CATHEDRAL

The Westwood School has had a good relationship with Coventry Cathedral for a number of years. A few years ago Canon Stuart Beake came to lead our harvest assemblies on two occasions. We have 3 girls in the Cathedral Choir and Kerry Beaumont comes every year to recruit our pupils. A few years ago Bishop Colin honoured us by his presence, came to witness and support the work achieved in terms of spiritual and moral development. Canon Tim Pullen visited the school in November 2009. Sacha Slavic, Director of Transition at the school is also a Cathedral Reader and the coordinator for SMSC and going through the ordination process with the view of becoming an ordained minister in secular employment at The Westwood Academy. Our Head of Religious Education / Philosophy is keen to develop cross-curricular links with the Cathedral and our Arts Department. The project would be to involve the whole of year 7 in a peace and reconciliation/history of Coventry project with a day at the Cathedral and the Herbert Gallery and a community celebration and exhibition of art work at school and possibly in both the museum and the cathedral. The idea would also be part of a transition unit helping new pupils to get to know each other and parents to have access to school museum and cathedral, something that many of our parents are afraid to do. The school would also like to host a day workshop/conference for KS3/2 on the theme of reconciliation in our communities with spin-off work and projects linked to our citizenship curriculum.

RELATIONSHIP WITH OUR OWN CHURCH COMMUNITY

The Westwood Academy has developed very strong links with the Westwood Parish Church. Revd. Peter Findley became a Governor in March 2012. We use the Church for our annual Carol Service, Easter Service, pupils who become Christians are baptized there. Our School Chaplain is employed by the PCC and attends the school 3 times a week. The Church has used the school hall on 2 occasions for reconciliation Eucharist (between the congregations of Westwood Canon Park and Canley one presided by Bishop Colin and one by Canon Justin Welby, now Bishop of Durham).

RECONCILIATION AND THE WESTWOOD ACADEMY

What does "reconciliation" mean in reality at the Westwood? At the Westwood, we are committed to reconciliation peace and forgiveness in our daily practise of education from the practicality of our behaviour policy, to community cohesion our links with local, national and international networks, families' charity and development work. The table below states the events, explains what they are and the impact for reconciliation.

Events contributing to our Spiritual, Moral, Social and Cultural ethos

<p>Wall of Remembrance and All Souls' Service.</p> <p>Spiritual Moral</p>	<p>Annual event where people staff and parents remember loved one and an opportunity to remember the victims of war.</p>	<p>Names are on display and rolling on TV screens. Brings the whole school community together. Deals with grieving and reconciliation.</p>
<p>Pupils from abroad.</p> <p>Cultural Moral</p>	<p>We are lucky to have pupils from different parts of the world. When they start, they have a programme where they are given a welcome booklet. They are attached to a Peer Mentor, and an individual action plan to help them to settle. Parents are also welcome and sometimes spend a day at school to make them feel fully part of our community. When pupils leave they are presented with the badge and certificate of international friendship.</p>	<p>Pupils from abroad share their way of life through projects, talks with other pupils. Peer Mentors help them to settle in the school. Racist incidents are now extremely rare.</p>
<p>Involve Awards and pupil voice</p> <p>Social</p>	<p>The school has received this award and is the second secondary school to get it in Coventry.</p>	<p>It means that all pupil voice work is rewarded and good practice shared with other young people in the city, which contributes to community cohesion.</p>
<p>Nabeel Hussain Endeavour award</p> <p>Spiritual Cultural Social</p>	<p>Nabeel was a visually impaired and Muslim pupil who died after fighting a long illness.</p>	<p>The award is given in his name to any pupils who, despite poor health, show resilience in attending and achieving.</p>
<p>One World Peace</p> <p>Spiritual Cultural Social</p>	<p>Themed week looking at peace and reconciliation in the world and in our own community. Pupils attend workshops at Warwick University and learn about other countries.</p>	<p>An increased number of pupils involved each year.</p>
<p>Annual participation in the University of Warwick 'One World Week'</p> <p>Spiritual Cultural Social</p>	<p>Year 9 groups have participated in event over the last three years</p>	<p>Pupils have engaged with people from a wide range of cultural and religious backgrounds</p>
<p>Range of projects with the University of Warwick</p> <p>Spiritual Cultural Social</p>	<ul style="list-style-type: none"> • Fair Trade business • Mandarin Day • Inter-Culture Days • Inter-faith Week 	<p>These events have given pupils the chance to engage with people from a wide range of cultural and religious backgrounds</p>

<p>Community Vision</p> <p>Moral Social Cultural</p>	<ul style="list-style-type: none"> ○ One body, One life ○ Community Ambassadors ○ Triple P ○ Crime Prevention Panel ○ 7 UP Challenge ○ Trustees ○ Maximize your potential ○ Coffee mornings ○ Gardening ○ Canley clean-up project ○ Work with the Coventry Refugee Centre ○ Street talk & safe driving ○ Community action placement ○ Fair-trade in partnership with Coventry Cathedral ○ Canley regeneration ○ Romania project with the Westwood Church. ○ Work with the Canley Evangelical Centre. 	<p>Our community vision is extensive and we start to see the positive effects for peace, reconciliation and cohesion. This has been confirmed by statistics showing a drop in hate crime in the area, and increased amount of people coming to visit the school and taking part in initiatives.</p>
<p>KS3 Community Action Programme</p> <p>Social</p>	<p>All KS3 pupils have visited local care and residential homes, and Coventry Society for the Blind</p>	<p>This has given pupils the chance to break down inter-generational barriers and help vulnerable people in the local community</p>
<p>Peer Mentors and Prefects</p> <p>Moral Social</p>	<p>Year 8 to 11 pupils</p>	<p>Mentoring, coaching and helping pupils to feel fully integrated and cared for by peers.</p>
<p>Rock Solid</p> <p>Spiritual Moral Social Cultural</p>	<p>Lead by our school Chaplain</p>	<p>Discovering Christianity. 2 baptisms so-far, more and more pupils attending.</p>
<p>The Vibe</p> <p>Spiritual Social</p>	<p>Lead by our school Chaplain</p>	<p>Lunch time club, oversubscribed ecumenical</p>
<p>Chaplaincy Team</p> <p>Spiritual Moral Social Cultural</p>	<p>Gareth Irvine</p>	<p>Rock solid, mediation, The Vibe, events at church and school promoting love in the community.</p>
<p>Youth For Christ</p> <p>Spiritual Moral Social Cultural</p>	<p>Jon Mill and his team</p>	<p>Same as above & R.E. lessons.</p>

Themed Weeks Spiritual Moral Social Cultural	Once a year involving the whole school and several subjects.	<ul style="list-style-type: none"> ➤ Slum survivor ➤ Hope ➤ Respect
Beth shalom Spiritual Moral	Annual trip to teach pupils about the holocaust.	Pupils teach peers.
Lesson of Auschwitz Spiritual Moral	Annual trip	Pupils lead assembly.
Peace and reconciliation – module of Religion and art. Spiritual Moral Social Cultural	Part of RE/English/Art. This is a developing cross-curricular project spin-off of “stand up to hatred” and Auschwitz visit and assembly.	Possibility of support from the Cathedral.
Global Gateway Social Cultural	Whole school initiative	Allows children to realize that the world is global
Visually Impaired and Speech & Language Units Social	On site	Pupils are fully included in school life.
School environment Social	Substantial investment in the school environment.	Feeling of being cared for and a renewed pride in belonging to the school.
Rwanda International Linking programme Moral Social Cultural	Pupils collected and sent over 300 books to primary school in Rwanda	This helped to make pupils aware of the needs of others and how their support can change people’s lives.
Cisco Training academy Social	Parents and children learning together	Good for community cohesion and a qualification
Carnival Social Cultural	Celebration of all our communities together	More popular every year, This year attended by every stakeholder.
Primary Liaison Spiritual Moral Social Cultural	Links with primary schools and parents. Primary Olympics where Primary schools compete.	One of the best transition models in the city. (according to LA sources)
Civic involvement Social Cultural	The school are regularly invited to civic events at the Council House or Cathedral.	
Myton Appeal Moral Social	2009-10 school charity	Pupils have raised a lot of money and visited both the new and old hospice.

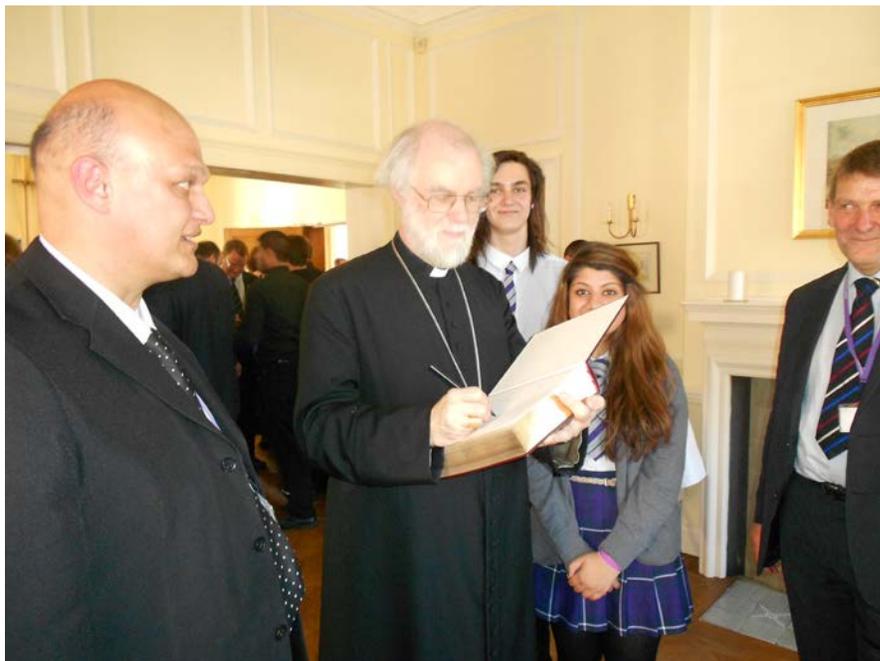
Christmas Parcels Spiritual Moral Social	For the local community and our own pupils	Impact on community cohesion
Harvest Festivals Spiritual Moral Social	Tins of food to Coventry City Mission, the Jesus Centre and Salvation Army and in 2011 the Food Bank.	Impact on community spirit
Vulnerable pupils Moral Social	Youth Service room	Our most vulnerable pupils have a voice. A safe haven in school with access to high level pastoral care.
Carols in city centre Spiritual Social	Our Gospel Choir sang in the precinct	The real message of Christmas for our city
Choir Moral Social	Growing and led by a member of the Chaplaincy team	
Coventry Cathedral Choir Spiritual Social	Pupils from all years.	K Beaumont comes each year for auditions. Members of the choir tend to come from private or church schools. Good for our local community to see the cathedral as <u>their</u> cathedral.
Stand up to Hatred Spiritual Moral Social Cultural	Campaign led by English, drama, and music	Performance in city centre and in school to say that racial and religious hatred is not acceptable.
Chaplain Spiritual Moral Social	Gareth Irvine	Impact evidence available from Ofsted evidence file
Peace Jam Spiritual Moral Social Cultural	Inclusion Officer and English Faculty led	Evidence visible in school
One Peace Group Spiritual Moral	Muslim pupils and a Chaplain from Warwick Uni looking at worship and inter faith dialogue. The group short term goal is to organize worship every Friday, then at lunch times and long term, the group would like joint activities with the Christian groups meeting during the week.	Project has started in Dec 09.
Newly arrived pupils Social	Transition	For pupils new to this country.

Uganda Project Moral Social Cultural	Links with a school in Uganda.	Our year12 pupils went there to help teaching and launched the project last summer.2010
War poetry Spiritual Moral Social Cultural	History project	Linked to stand up to hatred and peace jam
Kenya x 2 Spiritual Moral Social Cultural	2 links in Kenya, one developing one with a Christian school mission	Contribution of £100 to the school.
Gideon's Spiritual Moral	Annual assembly	New Testament offered to every year 7 pupils and staff.
Restorative justice Moral Social	Based on archbishop D Tutu's idea and applied for reconciliation after an incident.	Available to staff, pupils and parents since September 09.
Philosophy at the Westwood Academy. Spiritual Moral Social Cultural	RE curriculum taught as Philosophy.	

New initiatives for 2010-11:

- Faith Council: Multi-faith dialogue involving pupils and parents;
- Christians in Business: Business people interested in supporting the Christian ethos of the school;
- Links with Rugby Young Offenders Training;
- Olympic values in preparation for the Olympic Games 2012. (A reward system with a chance to win tickets to London 2012);
- Dresden: Exchange with our partner school;
- Volgograd: Links with a school;
- Lesson observation proforma incorporating SMSC into planning and delivery to make the ethos alive in teaching and learning. Enables audit of delivery in observed lessons.
- Links with a school in the Malverns: work on Student Voice and Community Cohesion.

- Links with Nigeria after meeting with Bishop Josiah at the Jubilee Service and Reception (May 2012).
- King James Bible received from the Secretary of State and was dedicated/ signed for The Westwood Academy by the Archbishop of Canterbury. It was on display for one week in the Library then in the English Faculty, the Humanities Faculty with lessons in Philosophy before going on display in the Main Reception area.



- Queen's Jubilee events are being organised to commemorate and celebrate this national event.



Spiritual, Moral, Social and Cultural Policy

The Westwood Academy SMSC Policy

At The Westwood Academy we recognise that the personal development of pupils, spiritually, morally, socially and culturally, plays a significant part in their ability to learn and achieve. We therefore aim to provide an education that provides pupils with opportunities to explore and develop their own values and beliefs, spiritual awareness, high standards of personal behaviour, a positive caring attitude towards people, an understanding of their social and cultural traditions.

At The Westwood, we believe that:

- All curriculum areas have a contribution to make to the child's spiritual, moral, social and cultural development.
- All adults will model and promote expected behaviour, treating all people as unique and valuable individuals and showing care and respect for pupils and their families.
- The school community will be a place where pupils will find acceptance for themselves and the opportunity to start again where forgiveness is fundamental to the ethos of the school.
- Pupils should learn to differentiate right and wrong in as far as their actions affect others.
- Pupils should understand the need for rules within our community.

General aims:

- To ensure that everyone connected with the school is aware of our values.
- To ensure a consistent approach to the delivery of SMSC issues through the general life of the school.
- To ensure that pupils know what is expected of them and why.
- To give pupils an opportunity to reflect and discuss feelings and beliefs.
- To enable pupils to appreciate and understand cultures and traditions.
- To enable pupils to explore and develop a sense of social and moral responsibility.

Spiritual development:

As a school, we aim to provide learning opportunities that will enable pupils to sustain their self-esteem in their learning experience. We would want them to develop a capacity for critical and independent thinking and this is done through the teaching of the curriculum and other experiences organised for our pupils.

As a school we aim to foster their emotional life and express their feelings, the use of peer mentors, pupil voice, youth inclusion worker, Chaplain and a strong pastoral system will allow that. Our pupils and staff are encouraged to experience moments of stillness and reflection in assemblies, services in our Peace Garden, celebrating the seasons (Lent, Ramadan, Diwali...). We encourage our pupils to discuss their beliefs, feelings, values, responses to personal experiences and tragedies, form and maintain satisfying relationships.

Finally, we would like our community to consider and celebrate the wonders and mysteries of life through events, lessons, and seasons.

Moral development:

As a school, we recognise the unique value of each individual. We teach our pupils to listen and respond to the views of others. We want our pupils to gain the confidence to cope with setbacks and learn from their mistakes, make informed and independent judgements. We encourage them to take initiatives and responsibility for the community. (See Pupil Voice Chart and Constitution)

Social development:

As a school we aim to develop our pupils understanding of their individual and group identity (E.g.: College system, badges for prefects, councillors and peer mentors...).

We encourage and facilitate service in the school and the wider community. We promote in words and deeds social justice and a concern for the disadvantaged.

Cultural development:

Opportunities provided:

- Recognition of value and richness of our community.
- Recognition of Christianity as a world-wide faith.
- Recognition of other faiths in our community and opportunities for pupils to practise and share (Friday prayer room for Muslims, Ramadan, Eid, Diwali)
- Understanding of the global world.

Teaching and organisation:

Development in SMSC will take place across all curriculum areas, within activities that encourage pupils to recognise the spiritual dimension of their learning and the challenges and implications on their own attitude and lifestyle. All curriculum areas should seek illustrations and examples drawn from as wide a range of cultural contexts as possible.

This can be done by class discussions, in small groups, performances, meetings work with our school chaplain and Youth For Christ and other outside guests.

Links with the wider community:

Visitors are welcome into our school. Parents are encouraged to see the school as their school and not just the children's. Links with the Church are fostered through links with The Westwood Church, Youth for Christ, Nexus, The Crusaders and Coventry Cathedral. We welcome visitors and speakers from other major faith, we regard home-school links as crucial enabling parents and teachers to work in an effective partnership to support the pupils. Finally, pupils will be taught to appreciate their local environment and to develop a sense of responsibility to it.

Monitoring and evaluation:

Provision for SMSC is monitored and reviewed by:

- Monitoring of T&L by co-ordinator/ line management process.
- Regular discussion with staff.
- Audit of policy and schemes of work.
- Sharing good practise.
- Collation of evidence in school portfolio.

Developments for 2011/12:

- Pupil's survey of how faiths other than Christian are catered for.

- Meeting of the Faith Council, an inter-faith dialogue group of pupils who will look at key dates on the calendar of events, assemblies...
- A new position on the School Council to reflect the inter-faith group contribution to school life.
- Creation of a Faith and Community newsletter involving Head of Philosophy, School Chaplain and other stake holders.

Evaluation:

In the summer term 2012 in collaboration with the Diocese Board of Education we have invited an independent Inspector who will evaluate SMCS against Ofsted judgements.