

The Keys Federation Academy Trust

Pledges 2016-17

We will treat everyone as an individual and unlock their potential. Our schools will be productive and positive places of learning.

We will encourage all to be proud, respectful, understanding and work together. We are all leaders of our learning community.

We will 'go the extra mile' to keep everyone well, safe and healthy.

We will promote, broaden and develop talent through experiences in S.T.E.A.M., Music and Sport.

We will develop 'global awareness' for life in a technological, diverse and competitive world



The following are a set of pledges to our children, developed by all Keys Federation staff in September 2016. The pledges seek to ensure that all our children are supported and prepared for a changing world and that they develop the necessary 'life skills' in order to thrive as they grow.

The pledges are underpinned by our 'Spirit of Purpose'. We are committed to ensuring that every child receives the very best experience of school possible and the best level of preparedness for the lives that lie ahead of them.

We will report on our progress against the pledges in September 2017 and again in September 2018.

We will treat everyone as an individual and unlock their potential. Our schools will be productive and positive places of learning.

Every member of staff will strive to understand children's needs, interests and personal barriers to support them to succeed;

All staff commit to the following behaviours:

- Making time to listen to children;
- Asking children regularly: 'Are you happy?'
- Asking children about their interests and achievements outside of school;
- Building closer relationships with parents and involving them in the life of the school wherever appropriate and possible.

Specific actions:

- Meeting with all parents at the beginning of the academic year to share information and set clear learning and development goals for each individual child within the trust. These will be reviewed at the end of each academic year.
- Create quiet spaces within each school where children can reflect, 'take time out', and be comfortable to talk to someone if necessary.
- Every member of staff to speak to at least one child per day about 'how they are doing'.



We will encourage all to be proud, respectful, understanding and work together.
We are all leaders of our learning community.

All staff commit to the following behaviours:

- Encourage every child to 'have a go'.
- To have a 'can do' attitude ourselves, modeling this to children.
- To actively discuss current affairs, 'what's happening in the world' and to explore opportunities for positive debate and discussion wherever possible.
- To bring our skills, hobbies and interests to school – using them to inspire and inform children, be it running an allotment or playing the guitar!

Specific actions:

- To make a commitment that every child will benefit from participation in our sports and music academies; Every child will learn a musical instrument.
- To develop in all children an appreciation in the arts, through access to 'arts based' trips or external contributors.
- To ensure every child has access to one trip each year that takes them beyond their local community.
- Set up a group to allow children to shape the curriculum and extra-curriculum (including school trips, external-speakers, after-school clubs etc.).
- To develop a structured reward system, recognising child's contribution to the school and/or local community – rewarding traits such as 'participation', 'effort', 'innovation', and 'commitment'.
- Develop federation-wide public speaking competitions and opportunities for children to develop 'enterprises' within school and with key members of the local community; Enterprises may include running a 'school farm' or a school or community newspaper/website.

We will 'go the extra mile' to keep everyone well, safe and healthy.

All staff commit to the following behaviours:

- Making time to listen to children;
- Being innovative and ambitious around how we give children the 'life skills' they need to succeed.

Specific actions:

- Set up a Pupil Board so that pupils from across the schools can contribute ideas and promote healthy behaviours amongst their peers; The group could be responsible for developing a 'Children's Charter' for the Keys Federation.
- Consider the provision of a counseling service for adults and children alike.
- Measure pupil mental wellbeing through regular surveys of children across the federation– asking children about their own levels of happiness, confidence, healthy habits, and general perceptions of school and life generally. Publish the outcomes of these surveys annually online and benchmark them year or year in order to identify trends.
- Teaching staff and support staff to work together to embed life skills into our DREAM curriculum, incorporating activities through which children can develop 'resilience', 'adaptability', 'leadership' and 'self-direction'.

We will promote, broaden and develop talent through experiences in S.T.E.A.M., Music and Sport

All staff commit to the following behaviours:

- Encouraging enquiry around how technology works and what its various uses are.
- Regularly asking children about the technology they are using and why they use it.
- Remaining, as adults and children, at the forefront of technological development – working together to understand the latest advances and how technology can improve our experience of learning.

Specific actions:

- Building upon our coding and STEM curriculum so that all pupils benefit from the growing opportunities it provides. Leaders should further consider how the curriculum enables children to be ‘masters of technology’, and draw on inputs from external technology and STEM organisations in shaping this area.
- We will establish a group of children who can work with staff to inform how the school uses technology, what technology is purchased, and understand and to promote the ‘safe’ use of technology amongst their peers.



We will develop ‘global awareness’ for life in a technological, diverse and competitive world

All staff commit to the following behaviours:

- Our ongoing commitment to British values and inclusivity;
- Our openness to understanding other cultures and providing children with an ‘open door’ to the wider world around them.

Specific actions:

- We will look to provide opportunities for all children to learn Mandarin and/or Spanish.
- Every child will receive opportunities to connect with adults and children of different cultures (for example, through guest speakers; by our schools developing partnerships with other schools in the developing world; through project-based learning about other cultures – including opportunities to try the cuisine and learn about the history and conventions of other cultures).
- Learning will include the reading of a book based in another continent or cultural context. Children will be encouraged to reflect on the cultural differences and the differences in the language and customs.