



CRANLEIGH
EX CULTU ROBUR

ETHOS AND AIMS

ETHOS AND AIMS, EX CULTU ROBUR

SUMMARY: the following statement provides a brief overview of the principles and priorities which guide decision making and activity at Cranleigh School and inform the strategic intents from 2019-22, which form the second stage of the school's Vision 150 launched in 2015

A Cranleigh education aims to nurture all-rounders and enable young people to flourish in a School where busy pupils lead fulfilled lives now while developing the personal skills and qualities that will enhance their adult lives.

With these skills, and in the context and heritage of their culture, Cranleigh pupils will be encouraged to explore and ask central questions about their purpose and identity.

Cranleigh aims to provide young people with the strength to succeed; the wisdom to make informed choices; resilience in the face of failure or difficulty; and the insight to recognise their privilege and to shape the future culture of the world through lives of service and leadership.

Cranleigh is committed to being a medium-sized co-educational boarding and day school, large enough to provide for breadth of opportunity and small enough to sustain a friendly, cohesive community.

The Cranleigh experience is deeply rooted in our founding motto *Ex Cultu Robur*, 'from culture comes strength'. A rich academic curriculum is reinforced by a commitment to a breadth of creative, physical and spiritual activity which will enhance personal development.

Arising from the School's Christian heritage and cultural background, at the heart of a Cranleigh education are four central values of Service, Relationships, Leadership and Excellence.

Service: All in the community are encouraged to adopt an attitude of service to each other and the wider community.

Relationships: Strong relationships are fostered as a priority in a predominantly boarding community. Children flourish within safe, supportive environments.

Leadership: Openness, integrity and thoroughness are characteristic of everything we do. Cranleigh aspires to lead thinking and practice in holistic, boarding education. Cranleighans will be equipped with the knowledge and skills to shape future culture.

Excellence: Cranleigh will strive for excellence in everything it does and aspires to be recognised for its educational vision and the personal qualities of Cranleighans.

We are committed to ensuring the Cranleigh family is governed and managed in a sustainable way to have a lasting impact on the lives of Cranleighans past and present;

Policy reviewed September 2021

From 2019, Cranleigh will articulate and extend its culture through **Cranleigh Thinking, Cranleigh Being and Cranleigh Giving.**

The future for which we are preparing Cranleighans is likely to be dominated by clusters of technologies that will require an education that goes beyond qualifications, one in which adaptable skills and the personal qualities that make human beings unique will need to come to the fore.

Cranleigh Thinking teaches pupils to think beyond the test, to become independent learners who know how to learn, adapting to changing contexts.

Cranleigh Being promotes a culture in which **who** we are and **how** we are is as important as what we achieve and in which the well-being of all in the community is a priority.

Cranleigh Giving encourages all in the community to think beyond themselves and to consider how they will share their resources, time and expertise. It also seeks to widen access to Cranleigh, offering opportunities to young people from a diverse range of backgrounds and experience.

Together, they express our aspiration that all members of the community are encouraged to be thinking, being, giving individuals who are able to consider who they are, what they will be and how they will be now and in the future. We aspire for Cranleighans to be confident participants in that future, good employees, citizens, parents, equipped with the skills and qualities to lead and serve, shaping future culture for the better.

APPENDIX 1: OBJECTIVES AND VALUES

The following objectives and values sit behind Service, Values, Relationship and Excellence and their articulation through Cranleigh Thinking, Cranleigh Being and Cranleigh Giving.

2.1 OBJECTIVES

- to provide a stimulating learning environment in which pupils are encouraged to pursue and stretch their academic potential;
- to provide a happy and secure pastoral environment in which pupils can learn to live together and thus foster a sense of community, co-education, respect for one another and good citizenship; the pursuit of best practice in safeguarding young people will always be a priority;
- to provide pupils with the opportunity to take advantage of a breadth of co-curricular activities in order to develop positively all aspects of their character;
- to provide pupils with the opportunity to take decisions based on their own judgement and to communicate those decisions appropriately and effectively;
- to provide a clear, simple and effective management structure capable of taking timely decisions and allocating necessary resources appropriately;
- to provide the necessary administrative and logistical framework to meet the needs of members of Common Room and pupils alike.
- to encourage cultural diversity within a predominantly local boarding community through the admission of some students from overseas, the partnership with Kawama School, Cranleigh Abu Dhabi, Cranleigh China and any further partnerships that may arise, the expansion of the bursary programme, an increase in the number of Foundationers, and regular monitoring of the Admissions process.

2.3 CRANLEIGH'S VALUE SYSTEM

Cranleigh's values of Service, Relationships, Leadership and Excellence stem from a community based on Christian principles, and attempts:

- to make all pupils aware of the spiritual dimension in human experience and understanding;
- to encourage an appreciation of values which transcend the material and intellectual;
- to present the Christian faith as both a system of belief and a way of life;
- to communicate the Bible's teaching on the moral components necessary for adult life;
- to promote moral integrity and responsibility, mutual acceptance and respect, and ideals of service and self-forgetting;
- to ensure respect for all faiths and a readiness to explore and understand them;
- to give all pupils an appreciation of human diversity and an inclusive spirit towards their fellow human beings.

PASTORAL VALUES

- Cranleigh aims to educate the pupils in the personal disciplines and attitudes necessary for living together in an effective and secure society in which:
 - the views of the minority are accommodated;
 - the attitudes of the majority are not allowed unquestioned license;
 - multi-cultural attitudes to learning and development are valued.

DISCIPLINE

- Cranleigh aims to achieve the necessary level of discipline for the effective functioning of the School as a community, but no more. Cranleigh is committed to establishing an environment where there is an understanding of the need for moral, academic and social discipline in establishing its ethos. While committed to ensuring a disciplined regime, Cranleigh aims to minimise the level of imposed discipline, and to encourage the development of personal discipline and of individual responsibility.

LEADERSHIP

- Cranleigh aims to develop leadership potential in all its pupils so that, as adults, they will be confident not only in taking decisions based on their own judgement but also in implementing them. Cranleigh stresses the need for those with responsibility to understand the value of:
 - moral courage;
 - establishing and upholding standards;
 - welding together a disparate team in order to achieve a coherent objective;
 - being unpopular, if need be, in order to be effective;
 - reconciling the views of a majority without losing sight of a particular aim.

MANAGEMENT

- Fundamental to the effectiveness of any organization is an easily understood management system with transparent procedures that are compliant with regulatory requirements and encourage best practice. Consistent with this aim, is a duty to provide an environment that promotes healthy and safe living and working. Cranleigh aims to involve all members of the Common Room, Bursarial staff and pupils in the effective running of the School.

COMMUNICATION

- It is intended that Cranleigh's channels of communication should be as clearly defined and as open as possible in order to encourage individuals to take responsibility within their own sphere of influence. A willingness to take responsibility is viewed as an effective means of building morale within the community as a whole.

2.4 LEARNING AND TEACHING

- Academic achievement is viewed as the most important priority for pupils at Cranleigh. Each pupil is given the opportunity to pursue his/ her academic potential, commensurate with his/her ability, and to achieve the highest possible attainment level.
- While taking note of the National Curriculum, the Cranleigh curriculum seeks to promote breadth and depth of study and to encourage independence of learning and self-discipline in work habits, and in line with Cranleigh Thinking, to think beyond the test.
- Within this context, Cranleigh aims:
 - to encourage pupils to take responsibility for their own learning and to foster a spirit of enquiry, questioning and discovery, embracing reflection on the philosophical and ethical aspects of learning
 - to offer teaching of the highest standard, suitably differentiated to take note of the abilities of the pupils being taught;
 - to provide pupils with realistic short- and long-term targets, measuring their achievement by a balance of internal and external assessment;
 - to provide resources for teaching which aid pupil learning and support a variety of teaching methods (including the provision of ICT), and clear management within each academic department (including a balanced, workable timetable);
 - to encourage pupils with Special Educational Needs to receive and accept appropriate advice and support, and pupils of significant ability to achieve excellence;
 - to offer pupils an enriching education through lectures, visits and outside speakers;
 - to provide a Tutorial system capable of monitoring and guiding the academic study of each individual pupil, and enabling pastoral care to support the teachers in promoting high standards of welfare and mental health;
 - to provide each pupil with clear advice and guidance on his/her options and realistic aspirations for Higher Education, and for his/ her possible future career.

2.5 THE CO-CURRICULUM

- The co-curricular programme aims to offer a wide range of opportunities in which each pupil can develop other skills and interests, while increasing his/her own self-efficacy and confidence. Such opportunities are sensitively timetabled in order to minimise clashes with other commitments in the daily school calendar.
- Within this context, Cranleigh aims:
 - to provide a wide variety of activities which stimulate interest and provide contrast, specialisation and balance to a pupil's everyday life;
 - to promote a programme for the individual and collective development of the creative and performing arts, so:
 - encouraging participation and involvement at all levels of ability,
 - encouraging absolute excellence at the higher end of the ability range;
 - to offer a varied and well-organised sporting programme, aiming to promote individual and collective excellence as well as to encourage participation by all, regardless of ability;

- to offer all pupils the opportunity to participate in social service, either locally or occasionally abroad, and to develop and foster a caring community;
- to provide opportunity for adventure-training, promoting strength of character.

2.6 THE CRANLEIGH COMMUNITY

- Significant importance is attached to the support which pupils are encouraged to give one another in their lives at Cranleigh. Such mutual support promotes trust, cohesion, friendship and high morale, along with a sense of belonging and security. It also seeks to emphasize the higher priority which is attached to membership of Cranleigh School rather than to any particular year-group or status-group. Pupils are expected to try their hardest in all areas of school life and to embrace the Cranleigh ethos and aims through their commitment and willingness to participate in the breadth of opportunity provided, representing the School in teams and activities as ambassadors for Cranleigh.
- Within this context, Cranleigh aims:
 - to teach all pupils to listen to the views of others, to accept them where appropriate, to be forgiving of others' faults and to accept the rules and conventions by which the Cranleigh community exists;
 - to provide an environment where boys and girls, day pupils and boarders, benefit from sharing opportunities for development together, but in which their different needs and abilities are also recognised;
 - to provide opportunities for independence of thought and action, and to help each pupil to develop an ability to take decisions based on his/her own judgement, fundamental self-belief and inner confidence;
 - to help all pupils to develop the confidence to communicate decisions and views, orally and in writing, in order to build strength of character and self-reliance.
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APPENDIX 2: STRATEGIC INTENTS 2019-23

From 2019, Cranleigh will articulate and extend its culture through **Cranleigh Thinking, Cranleigh Being and Cranleigh Giving.**

Cranleigh Thinking

Approaches to learning, teaching and innovation that go beyond the test to equip Cranleighans with the knowledge and skills to thrive in further study and future employment *through the following:*

- embedding Cranleigh Thinking into lessons and schemes of work
- promoting independent learning as a priority
- a sharp focus on continuing professional development.

Cranleigh Being

Strengthening Cranleighans and the Cranleigh community through a holistic culture that promotes flourishing *through the following:*

- embedding Cranleigh Being through all aspects of a Cranleigh education
- strengthening our commitment to co-education, capitalising on unique House affiliation structure
- developing a culture of self-leadership and opportunities for Cranleighans to lead others at all levels in the School
- enabling Cranleighans to reflect upon and articulate the benefits of their education to make wise choices about their futures
- a distinctive co-curriculum that promotes excellence, participation and enjoyment
- continuous pursuit of excellence in safeguarding and boarding practice.

Cranleigh Giving

Encouraging a culture of giving through the sharing of resources, time and expertise to enable Cranleighans to think beyond themselves and to enable Cranleigh to offer opportunity to young people from a diverse range of backgrounds and experience *through the following*:

- securing financial resources to grow the Cranleigh Foundation and to provide bursaries to children who would benefit from a boarding education
- nurturing partnerships with schools, institutions and the local community
- interconnecting the Cranleigh family networks to support Cranleighans and Old Cranleighans
- offering opportunities for Cranleighans to serve others in the wider community through projects and charitable giving.

The Masterplan for the School campus aims to enhance the breadth of a Cranleigh education and strengthen a vibrant boarding community *through the following*:

- Refurbishment of boarding facilities so that all houses have comparable standards of accommodation and furnishing
- Staged replacement of sports surfaces and the building of a new gym and squash courts
- Commence development of the pastoral estate to provide housing for teachers.