

THE CONSILIUM CHARTER



Consilium
Academies
Enriching Lives, Inspiring Ambitions

CONSILIUM CHARTER - OUR MISSION AND VALUES

The Consilium Mission

“Enriching Lives, Inspiring Ambitions”

We are proud to be Consilium Academies, a Trust that believes in the unique value of each individual. Our vision, actions, and purpose are guided by this principle and a dedication to do all we can for the communities we serve.

We never put a ceiling on potential. Instead, we work with our Academies to provide high-quality education that is truly inclusive, giving every student the same opportunities to develop the skills and knowledge they need to thrive in life beyond the classroom.

We are committed to enriching the lives of all those involved in our Trust through an ambitious, student-centred approach to education.

This charter is built upon the foundations of Consilium Academies’ Trust mission and values. The purpose of the charter is to ensure our mission and values translate into practice within our Academies, ensuring that every student benefits from our distinctively inclusive ethos.

At Consilium, we believe in:

Partnerships – Collaboration is the key to success. We work together to deliver on the promise set out in our mission statement.

Opportunity – Our aim of “Enriching Lives, Inspiring Ambitions” applies to all members of our Trust community, with our inclusive approach delivering a breadth of opportunities to give each individual the chance to fulfil their potential and prosper.

Integrity – Through our student-centred approach, advantage and ability are never seen as a ticket to involvement. We believe in every child’s right to high-quality education and access to amazing opportunities – irrespective of their individual circumstances. Integrity at Consilium means always putting students at the heart of everything we do.

Equity – We are truly inclusive, believing passionately that every student should be given the skills and support needed for them to meet their full potential. We are aspirational for all of our students, and we will ensure every student has the opportunities they need to achieve the highest of ambitions.

Excellence – We don’t settle for second-best, our standards are always high and we support everyone across the Trust to achieve them.

People-Centred – We genuinely want the best for each member of Consilium, that’s why everyone is treated with the highest level of respect. Our inclusive culture inspires us to be bold and engenders trust. It brings us together in ways that help us make a difference.

PLEDGE 1 - A COMMITMENT TO PARTNERSHIPS

The way that we work in partnership is what makes this Trust distinctive. The Consilium community is committed to working in partnership with each other and external organisations to develop relationships that will enhance the educational experiences of our students.

It is our firm belief that only through a truly collaborative partnership can we fully achieve our ambitious goals and ensure everything we do has a focus on helping children and young people succeed academically, socially, and emotionally.

The Partnership Pledge means that we:

- Work with each other to find solutions, whether this be through our peer networks or by participating in Trust-wide events and experiences.
- Consistently provide opportunities for colleagues to share strong practice across the Trust for the benefit of all students and staff. All our staff are committed to working together to support the achievement of our mission.
- Engage with external organisations to ensure all students and staff have access to the resources they need to support their mental health and wellbeing.
- Provide students with high-quality careers guidance. Our Academies are committed to forging strong links with colleges, universities, apprenticeship, and other providers.
- Offer a comprehensive range of policies and procedures that promote collaboration to support staff in their daily work.
- Deliver a comprehensive range of professional development opportunities both internally and externally.
- Work in partnership with Trade Unions, acknowledging their vital role in maintaining positive relationships between colleagues, and supporting the Trust to become the employer of choice.
- Hold regular Community Voice surveys to listen to our staff, students and parents and use this to inform future actions and decisions.
- Collaborate with parents and carers to ensure every student receives the support, guidance, and resources needed to succeed.



PLEDGE 2 - A COMMITMENT TO OPPORTUNITY

We are committed to providing an environment which allows all our students to thrive. It is important that every student, regardless of background, has an equality of opportunity to enrich their cultural capital and inspire the broadening of their horizons, becoming global citizens, and preparing for the world beyond school.

The Opportunity Pledge means:

Our academies offer a beyond the classroom route to success to encourage students to take part in a range of activities within their local community and beyond. Students' social, emotional, and educational knowledge is further developed through experiences which students have beyond their day-to-day school lives. These experiences can include being part of a sports team, visiting museums and concerts, and supporting the elderly or a local business. The purpose of these activities are to enrich the lives of students and give them an understanding of the world around them.

In order to support the development of our students' social and emotional education, we work in partnership with external services to provide opportunities to all students. We commit to actively encouraging student participation in activities such as:

- Visiting a museum or art gallery.
- Preparing a meal for their family.
- Completing charity/volunteer work.
- Attending an extra- curricular club for a term.
- Having a meaningful experience with a college/university/employer.
- Delivering a presentation in school.
- Entering one of the competitions on offer.
- Contributing to the development of the concept of sustainability.
- Representing the Academy in a sporting, cultural, or academic event.
- Attending a national sporting, cultural event, or performance at a major venue.

At Consilium Academies, we are proud of the unique gifts, talents, and qualities that flourish within our communities. Alongside our pursuit of academic excellence, all our Academies maintain a strong commitment to art, design, performance, and sports-based subjects, ensuring all of our students have access to the best curricular and extra-curricular experiences.

We celebrate the successes of our students with achievements recognised regularly by our academies, and through the annual Consilium Award at the end of each academic year.

PLEDGE 3 - A COMMITMENT TO INTEGRITY

At Consilium Academies, our mission and values are more than words on paper. They are reflected in our actions, and we always ensure they drive every aspect of our work.

Integrity means always putting our students at the heart of everything we do. We consistently work with honesty and transparency, holding ourselves to account for the way in which we serve our communities.

The Integrity Pledge means:

- Our leaders always act with strong moral principles
- We always recognise students for making the right choices.
- We give students the benefit of professionals who always put children first.
- Our academies always make decisions that allow students to feel they have equal opportunities to succeed, regardless of background.
- All of our colleagues are focussed on the core objective of providing a high-quality educational experience.
- All members of the Trust feel respected and valued for their unique contribution to our community.
- Every member of the Trust feels like they are able to progress in-line with their peers, free of any glass ceilings or barriers.
- We work together as one. Our approach is always collaborative and supportive, never competitive or threatening.
- Our colleagues are loyal to the mission and values of the Trust.
- Decisions and actions will never be taken based on external pressures or accountability measures.
- We work in the best interests of all of our students, all of the time.



PLEDGE 4 - A COMMITMENT TO EQUITY

All our academies have a comprehensive intake, many serve areas of social deprivation and, as a result, have a high- proportion of disadvantaged students.

We are committed to supporting all our students by providing opportunities that are targeted to support every individual with their own specific needs (as well as support their families).

We do everything in our power to help all students to achieve their post-16 destination of choice as we believe in equity of opportunity with every student being given the same opportunities to succeed, regardless of their background.

At Consilium Academies we are an inclusive and diverse Trust that promotes a caring and nurturing environment where all members of the community feel supported, inspired, and empowered.

The Equity Pledge means we:

- Treat students with dignity and respect at all times – this is about how we meet, greet, engage with, and show interest in them.
- Provide a pastoral support structure that recognises the varied needs of students and engages proactively with parents.
- Devote appropriate curriculum time to Physical Education to support health and wellbeing.
- Provide an inclusive environment which helps students to prepare for the opportunities, responsibilities, and experiences of later life. Closing the gap between disadvantaged children and their peers is a crucially important aspect of our work.
- Actively work collectively to give advantage to the disadvantaged.
- Create an inclusive and inspirational environment that improves motivation, attendance, and attainment.
- Support students in their post-16 destinations to make well-informed decisions about education, training, apprenticeship, and employment opportunities.
- Provide an inclusive school that improves the life chances of young people, their families, and the wider community.
- Enable all students to gain access to the best educational experience possible and achieve their goals.
- Will be proactive in developing our approach to promoting equality and diversity across the Trust. All members of our community will feel confident in expressing themselves in the knowledge that they will be nurtured and valued.

PLEDGE 5 - A COMMITMENT TO EXCELLENCE

We provide an education that develops and inspires our students. The curriculum and way it is taught should be engaging and challenging to develop the whole child. We expect the best when it comes to attitude, behaviour, and progress for each member of our academies' community and that's why we challenge our students to be the best.

We create an environment that reflects the Trust's ambitions and intentions for its communities and sets our students up for success beyond school.

We want to instil a passion for life-long learning and continued improvement so our academies, staff, and students exceed their aspirations.

The Excellence Pledge means we:

- Provide a challenging curriculum that is sequenced, developmental, and aligns with best-practice guidelines across all our academies.
- Provide a curriculum that provides academic challenge delivered in an engaging manner and includes good academic rigour.
- Encourage students, as much as possible, to participate in subjects that support their specific aptitudes and aspirations as well as pushing boundaries to develop them as learners.
- Provide support and structure to students based on their individual needs which doesn't leave anyone behind. Each student is challenged in their own way with high-expectations set for each individual rather than a collective.
- Encourage all students to participate in at least one extra-curricular activity. Additional activities should be perceived as part of the wider curriculum experience which enhance our students' opportunities, rather than being seen as disconnected from our core provision.



PLEDGE 6 - A COMMITMENT TO BEING PEOPLE-CENTRED

We care deeply about the communities and people we serve within Consilium. We want every individual who has contact with us to not only have a good experience, but thrive after it as well.

We want our staff and students to be proud to be part of our Trust, that's why we treat every individual with the respect and courtesy they deserve while giving them the opportunities to be the best they can be.

We promote a love of life-long learning across our Trust for both staff and students, we never become complacent – instead, we harness continuous development both professionally and personally. As a result, our staff continue to learn too – meaning students get the best educational offering they can.

The People-Centred Pledge means we:

- Treat each other with respect. Always.
- Consistently demonstrate care and compassion for our students and colleagues, even in the most challenging of circumstances.
- Create a positive learning environment that promotes success and achievement.
- Focus on student needs and interests rather than benchmarks.
- Inspire students to continue their education or start a career once leaving the academy.
- Promote a focus on continuous professional development.
- Provide a best-in-class wellbeing offer and additional support.
- Focus on what is achievable rather than pushing data-crunching.
- Promote a positive environment where staff feel they can voice their opinions.
- Ensure effective two-way communication between the Central Team and academies.
- Always look forward and never stand still.
- Develop a people strategy to ensure all staff benefit from high-quality HR support and access to mental health support, to aid our ambition of being the employer of choice.
- Take a pro-active approach in supporting our academies in managing teacher workload. This includes engaging with external research and resources to implement solutions that mitigate workload concerns.
- Celebrate, congratulate, and acknowledge the work of staff through staff meetings, briefings, personal thanks, and acknowledgement.





Proud to be part of
Consilium
Academies



**Armthorpe
Academy**

Enriching Lives, Inspiring Ambitions



**Consilium
Evolve**

Enriching Lives, Inspiring Ambitions



**Buile Hill
Academy**

Enriching Lives, Inspiring Ambitions



**Moorside
High School**

Enriching Lives, Inspiring Ambitions



**Ellesmere Park
High School**

Enriching Lives, Inspiring Ambitions



**Thornhill
Academy**

Enriching Lives, Inspiring Ambitions



**Heworth Grange
School**

Enriching Lives, Inspiring Ambitions



**Washington
Academy**

Enriching Lives, Inspiring Ambitions



Consilium

Centre for Professional Learning

Enriching Lives, Inspiring Ambitions



**Wyvern
Academy**

Enriching Lives, Inspiring Ambitions



Consilium

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