

Altruism – **L**eadership – **D**iversity – **E**xcellence - **R**esilience



Character Development at Alder

ALTRUISM

LEADERSHIP

DIVERSITY

EXCELLENCE

RESILIENCE

September 2021

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We Are Alder

At Alder, our vision is that our students pursue academic success but also that they also develop a set of skills which will prepare them for life beyond school. We want our students to be able to form positive relationships, enrich themselves and make a valuable contribution to society. Our We Are Alder Character Development Programme is grounded in the core values which are evident throughout all aspects of our school.

“Our Alder values aren’t simply about school – they’re about everyone, everywhere, always. They are not a temporary philosophy linked to school but a set of values to follow for life. ‘We Are Alder’ is how you get a good job or an apprenticeship, how you become a good parent, how you get promoted and how you become a good partner. It’s about success in your whole life, not just your academic life.”

The Values

We encourage our students to live by our values in all that they do.

Altruism – having a genuine and self-less concern for others.

Leadership – inspiring and empowering a community to achieve a shared vision by leading by example.

Diversity – celebrating, accepting and respecting that everyone is different both in school and in our community.

Excellence – striving to achieve your best in all that you do.

Resilience – turning challenges into something positive and never giving up.

At Alder, students will be rewarded for demonstrating the Alder values in the classroom, in social time, through extra-curricular involvement and within the wider community. For example, Altruism may be shown in a student’s support of the Alder Run which raises money for The Christie or Diversity may be shown by a student’s involvement in our PRIDE or Cultural Awareness weeks.

Students will be awarded Alder Values points on SIMs for showing Altruism, Leadership, Diversity, Excellence and Resilience. All members of staff at Alder can award these Alder Values points. At the end of each term, Alder Values badges for Altruism, Leadership, Diversity, Excellence and Resilience will be awarded during the Celebration Assemblies. Students may be awarded the badges from their accumulated Alder Values points or from a staff, peer, or self-nomination.

Students will use their We Are Alder Student Handbook to promote, track and record evidence of how they are exhibiting the Alder values. Assemblies will be linked specifically to the values and students will complete tasks related to the values during form time. Students will use their

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handbook to plan for their success and reflect on achievements. The Student Handbook will also be used to provide evidence for a student's Xello portfolio (an online 'Record of Achievement') which is a vital resource for college applications and career development. Students will be able to present not only their academic successes but also their wider skills and attributes.

As our students take their next steps, we are confident that the exhibition of the Alder Values, alongside the pursuit of academic excellence will provide our students with the foundations for a successful future.

Altruism

Altruism is about having a genuine concern for others and putting others before yourself. It's about having excellent manners, caring for others and being kind to one another.

Below are examples of where students may show Altruism. This is not an exhaustive list and students may show Altruism in other ways.

In the classroom:

- Assisting teachers or assisting other students.
- Being polite and grateful.
- Recognising the achievements and contributions of others.
- Having a positive impact on others through behaviour and attitude.
- Giving up time for others.

In school:

- Supporting students or including students in social times.
- Resolving conflict or supporting a member of staff with an issue.
- Queuing properly and following the school systems for corridor behaviour.
- In school charity/fundraising involvement (organising or participating).
- Supporting the transition from primary to secondary school.
- Becoming a peer mentor.

In the wider community:

- External charity/fundraising involvement (organising or participating).
- Caring for family, neighbours or people in our local community.
- Organising or participating in a local litter pick.
- Volunteering to support other students or other people in the community.
- Joining a local choir and carol singing.

Leadership

Leadership is about inspiring and empowering a community to achieve a shared vision. Leadership is about being a role model, influencing others, taking responsibility and taking ownership of your actions. It links to democracy and the rule of law.

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Below are some examples of where students may show Leadership. This is not an exhaustive list and students may show Leadership in many other ways.

In the classroom:

- Group work – influencing others or leading a project.
- Modelling excellence in the classroom.
- Contributing to whole class discussions.
- Leading a section of the lesson for example, the plenary.

In school:

- Becoming a Sports Leader/captain.
- Becoming House/form captains.
- Joining the School Council.
- Joining the Student Leadership Team.
- Becoming a Reading mentor.
- Becoming a Peer mentor.
- Representing school at parents' evening, open evening and tours.
- Challenging poor behaviour.
- Supporting primary transition activities.
- Leading an assembly.
- Completing the Duke of Edinburgh scheme.

In the wider community:

- Involvement in Scouts/Guides/Cadets.
- Involvement in Sports Clubs.
- Organising events in the community.

Diversity

Diversity is about celebrating, accepting and respecting others. It's about ensuring that everyone feels that they belong. Students who support the value of diversity have pride in themselves and their community. It links closely to individual liberty.

Below are some examples of where students may show Diversity. This is not an exhaustive list and students may show Diversity in many other ways.

In the classroom:

- Empathetic recognition of diversity in fictional characters or real-life historical figures.
- Empathetic and tolerant recognition of topics/issues. Students may choose a specific topic or issue for a project or extended answer this shows their tolerance of others.
- Challenging stereotypes.
- Recognising discrimination.
- Understanding alternative viewpoints of others.

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- Participating in a debate.

In school:

- Becoming an LGBT Ally.
- Involvement in PRIDE week.
- Involvement in Cultural Awareness week.
- Celebrating/sharing your own culture/religion.
- Sharing your interests/hobbies.

In the wider community:

- Reading/learning about different issues.
- Working closely with local groups who support diversity (religion, culture, beliefs, age, race, gender).
- Involvement in local activism.
- Travelling/seeing other parts of the country/the world.
- Finding your own place in the world where you belong.

Excellence

Excellence is about striving to be your best in all that you do. It's not about being the best but about being your best.

Below are some examples of where students may show Excellence. This is not an exhaustive list and students may show Excellence in many other ways.

In the classroom:

- Producing an excellent piece of classwork.
- Producing an excellent piece of homework.
- Achieving your best in exams/assignments.
- Being prepared with your equipment and uniform.
- Not using excuses.
- Making excellent and insightful comments in the classroom.
- Being prepared and organised with homework and revision.
- Achieving or exceeding your subject targets.
- Being awarded student/star of the week.
- Improving on work that has been marked.

In school:

- School competitions.
- House/year competitions.
- Involvement in extra-curricular clubs/activities.
- Achieving a subject badge.
- Being punctual to school and lessons.
- Having work/piece of writing displayed or published in the school website.
- Achieving a whole school award.

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- Achieving a sports award.

In the wider community:

- Work experience.
- Sports Clubs.
- External clubs/activities.
- Learning a new sport/activity.

Resilience

Resilience is about turning challenges into something positive and never giving up. It's about being determined and building upon your experiences. It's a 'no excuse' culture.

Below are some examples of where students may show Resilience. This is not an exhaustive list and students may show Resilience in many other ways.

In the classroom:

- Overcoming learning barriers within the classroom.
- Taking on a challenging task/topic.
- Overcoming differences students may have with their peers or staff.
- Making clear progress in a subject.

In school:

- Attendance at school (100%)
- Overcoming difficulties with other students during social time.
- Promoting positive mental and physical well-being.

In the wider community:

- Completing work experience/part time job
- Overcoming challenges at home.
- Achieving the Duke of Edinburgh award.