



مدرسة جيمس متروبول
GEMS Metropole School
MOTOR CITY



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Values Policy 2023 - 2024

Approved by: Mr. Naveed Iqbal

Last reviewed on: September 2023

Next review due: September 2024



Values Policy

Our Vision Statement

An inspiring and inclusive community hub, developing future leaders.

Aim

At GEMS Metropole it is our aim to raise standards by promoting a school ethos which is underpinned by core values. ***We believe in creating a safe, secure learning environment motivating students to become independent learners and where respect, honesty, and appreciation of individual differences are fostered.***

Rationale

At our school we regularly consider our core values and how the school sustains an ethos, which supports the student as a reflective learner and promotes quality teaching and learning. We are very aware that society is faced with enormously complicated problems, which makes growing up a very difficult process.

As a whole-school community we believe that the ethos of the school should be built on a foundation of values. The values we focus on are:

- **Respect** - We believe respect builds trust, safety and wellbeing.
- **Leadership** - We believe leadership instils confidence enabling us to solve problems creatively and work collaboratively with others.
- **Empathy** – We believe that a strong sense of empathy enables us to build a sense of security and have stronger relationships.
- **Compassion** – We believe that compassion is empathy in action. It is based on a wholesome desire to connect with others and to meet their needs. Being open to others enables us to face tough times with creativity and resilience.
- **Kindness** – We believe that helping others takes the selfishness in our lives and replaces it with selflessness. It gives us a sense of self-worth and make us feel good about ourselves. Being kind to others is beneficial not only to you but to the people you help.

Our core school values will at times be addressed directly through lessons, whilst at others they will permeate the whole curriculum. Either way, they are the basis for the social, intellectual, emotional, spiritual and moral development of the whole child. We encourage students to consider these values, thereby developing knowledge, skills and attitudes that enable them to develop as reflective learners and grow to be stable, educated and civil adults.



Objective One: Curriculum

Assemblies and lessons are planned, particularly in Moral Education, to teach the students about our values, respecting similarities and differences, tackling stereotypes and understanding why some people discriminate. We aim to empower students to have a voice and to stand up against discrimination, valuing equality, tolerance and mutual respect. The topics and lessons in the school's curriculum are designed carefully and planned by teachers to provide a rich learning experience that will have a positive impact on students' spiritual, moral, social and cultural development.

How our Values reflect UAE Moral Value

Moral Development is about developing the ability of the student to recognise the difference between right and wrong and the readiness to apply this understanding in their own lives. It helps the students to develop an understanding of the consequences of their actions and encourages an interest in investigating, and offering reasoned views about, moral and ethical issues.

Many of the UAE Moral values align with our school values which we celebrate each week in assembly and Lead lessons.

- Respect
- Compassion
- Kindness
- Hardwork

These Values are further reinforced through our Moral Social and Cultural curriculum, National Day and Flag day events.

How our Values reflect British Values

As a school, we value and celebrate the diverse heritages of everybody at GEMS Metropole. The British Curriculum promotes learning about specific British celebrations, events and commemorations, often when they occur, through provision in the classroom, in school assemblies, through visits and through visitor presentations in school.

Students learn how important events in history have made Britain and the world, what it is today, such as "The Great Fire of London" and "Famous British People". We also value and commemorate national and international events such as UAE National Day and Remembrance Day.

The values we support are not unique to the UAE or Britain and are shared by many people in the world represented by the diverse families at GEMS Metropole.



Objective Two: Values, Attributes and Actions of High-Performance Learning

The HPL programme has a specific focus on the Values, Attributes and Actions we wish to develop and instill in our students as Lifelong Learners. Each of the three VAAs has further focus learning areas for the students to develop and gain greater depth of understanding.

VAAs	What does this look like?
Empathetic	Collaborative Concerned for Society Confident
Agile	Enquiring Creative and Enterprising Open-minded Risk- taking
Hard Working	Practice Perseverance Resilience

Through our weekly assembly, we celebrate our HPL learners with certificates awarded for the HPL focus for the week. In our Foundation Stage, the HPL Teddy Bear is awarded each Thursday to a student who has demonstrated the HPL goal of the week. Each Monday, students then have a HPL tea party with the Head of Foundation Stage to discuss their HPL skills.

Our HPL programme and awards encourages students to take ownership of and responsibility for their learning, so they have the confidence and curiosity to ask questions, solve problems and respond to quality feedback. Students are praised for hard work, determination and having a positive attitude. We encourage the students to be proud of the school and their achievements in all areas of the curriculum. We foster open and honest communication with parents and actively seek to engage with all members of the community in a positive and collaborative manner



Objective Three: School Values



At GEMS Metropole we care about Values Education and seek to encourage our students to grow and develop their personal and interpersonal qualities. Of particular importance is the development of values in the home, a number of which fall under the core value of leadership. Therefore, we have developed GEMS Metropole School Values as a means of encouraging students to think about making good choices (respectful, empathetic, kindness and compassionate are all kind and caring qualities we want to develop in our students as principled young leaders).

At GEMS Metropole we promote moral development by:

- The implementation of an agreed behaviour policy, rules and behaviour codes across school.
- Enabling the students to make decisions.
- Using stories to unpick moral messages.
- Empowering students to be good role models and to value good behaviour.
- Developing the students' self-esteem and self-confidence to deal with any issues that may arise.
- Celebrating achievement through stickers, rewards, celebration assemblies, etc.
- Enabling the students to understand the difference between right and wrong.

Staff Behaviour

To show students how we as adults live out our values, it is important that they see us taking time for one another, being mutually supportive, being valued by the governors and community, and communicating effectively with parents to share a common understanding. These concepts allow us to create a highly positive environment for learning. Through teaching, modeling and guiding our students grow the values in all our students.

Objective Four: Moral, Social and Cultural development

MSC development is about students' understanding their own culture and other cultures in their region; in their country and in the world as a whole. As a school we believe in celebrating and valuing any cultural diversity and in developing an understanding and celebration of a wide range of cultures, faiths and difference.



Respect is one of the core values of our school. Students are encouraged to respect themselves and to respect individual differences. This is a fundamental principle that is put into practice in the classroom, around school, in the playground and in assemblies. We are lucky to have a diverse school community encompassing different languages, backgrounds and faiths. We help our students to acquire an understanding of, and respect for their own and other cultures and ways of life. We celebrate the diversity of languages spoken by students in the school; the festivals celebrated by our families and welcome visitors who can widen our students' horizons even further. Our aim to prepare students for the future drives us towards ensuring that our students are able to live and work alongside people from all backgrounds and cultures.

At GEMS Metropole we promote MSC development by:

- Valuing and celebrating the diverse heritages of everybody at MTS
- Encouraging the children to talk using vehicles such as 'show and tell' and presentations in class and in assembly.
- Developing an acceptance of similarities and differences.
- Celebrating a range of festivals throughout the year.
- Encouraging meaningful discussion with children.
- Using a wealth of stimuli and resources with the children from their own and others' culture.
- Welcoming visitors into school regularly.
- Encouraging tolerance and appreciation of the beliefs, values and customs of a variety of cultures.

Objective Five: Enrichment

Our Core Values are not taught in isolation, but are instead taught implicitly throughout every aspect of the curriculum. An example of how we do this is through the engagement in 'enrichment activities' where students choose extra-curricular activities, and through engagement with trips linked with Islamic education and cultural trips and visitors.

Enrichment is about the students working effectively with each other and participating successfully in the school community as a whole. It enables the development of the skills and personal qualities necessary for living and working together and the development of the interpersonal skills necessary for successful relationships. This enrichment teaches the students about functioning effectively in a multi-racial, multicultural society. Whilst focusing on all students developing good skills in English and Mathematics and all subjects, we ensure they experience extra-curricular clubs such as music, a variety of sports, the arts and outdoor learning. Visits are planned linking with the class topic to provide students with further understanding of the world they live in. We also link with other schools to take part in sporting events. Competitions provide the opportunity for students to meet other students from different schools whilst experiencing the process of decision making and understanding rules and fairness.

We also ensure we are inclusive of everyone involved with the school, by promoting Core Values through the primary prefects, school council and MUN. During these meetings ideas are debated, and the students have their say on their school environment. This helps to reinforce confidence, safe in the knowledge their opinions are valued. We engage with local speakers, organise trips to the Government departments and hold elections and referendums. These allow the students to understand the importance of governance and internationalism, the Rule of Law and their civic responsibilities.



We promote enrichment by:

- Planning a wide range of topics and opportunities for the students to work together.
- Extra-Curricular activities encouraging teamwork through PE and games.
- Developing a cohesive school community for all stakeholders.
- Holding a variety of events to involve parents and the local community
- Developing an effective School Council
- Encouraging a variety of responsibilities with House Captains, school teams, etc.
- Working closely with our Parent Council
- Encouraging the students to take part in events in the local community
- Developing an understanding of the similarities and differences between people.

Conclusion

The approaches outlined in this policy describe how GEMS Metropole uses our core school values as a basis for its work and the introduction of Moral Education in all aspects of school life. The success of our approach to teaching and learning is not easily measured, but it is evident in the school's positive ethos and in the personal qualities that students display on a daily basis at our school.

Links to other Policies

- Behaviour policy
- Anti-Bullying policy
- Wellbeing Policy

Monitoring Arrangements

This policy will be reviewed by Neil Corrigan (DHT Primary), Lauren East (DHT Secondary) and Tracey Ferguson (Head of Inclusion) annually.

At every review, the policy will be approved by Mr. Naveed Iqbal – Principal and CEO