



**MISSION STATEMENT: Deeply Christian, Open to All**  
*Our mission is to be a deeply Christian inclusive community which values every individual as a child of God*



# Welcome to HTS



**Rev Chrissie Millwood - Executive Headteacher**

**Vision Statement: A centre of excellence for learning inspired by Christian values where every person in our school community fulfils their potential.**





# OUR MISSION



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# 'Deeply Christian'

## **Voluntary Aided Church of England School (one of only two VA Secondary Schools in West Sussex)**

As such the governing body, which includes representatives from all 3 deaneries, is responsible for the admission of students, appointment of staff and the school curriculum. Also responsible for capital and external maintenance costs relating to buildings. You are required to pay 10% of the total costs.



**Mr Deyssel – School Chaplain – with students exploring the Archbishop of Canterbury's resource – 'Difference'**



***"This is an environment that fosters the care and nurture of the whole school community, driven successfully by the school's Christian values."***

**Paul Metcalf, Ofsted Inspector, April 2018**



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# “Deeply Christian” means that all we do is embedded in the Christian narrative

**On a personal level my primary motivation for working in education is my fundamental belief in the value of each and every individual as a child of God, unique, special, created in His image and held in His love.**



*The parable of the prodigal son and the account of Jesus meeting the woman at the well both talk of a God whose love is so great for humanity that no one is beyond it's reach.*







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# How do we show our belief in the all-inclusive love of God in what we do?

Staff voice survey.  
Q: What do you feel most positive about:  
*"The supportive nature of the team and staff in general"*

Staff voice survey.  
Q: What do you feel most positive about:  
*"Working with a great team"*

Staff voice survey.  
Q: What do you feel most positive about:  
*"Level of support I've received since joining"*

An example would be our dedication to **safeguarding and pastoral** work. We have a reputation for outstanding safeguarding and are known for a dogged determination to not give up on any young person. We seek to ensure that every child, no matter how complex, is cared for and supported. An example would be our work with the Virtual School to enable us to become more trauma informed.

Likewise **for staff we seek to be a caring community that supports all those who work for us.** Staff will speak of the strength of support shown at a time of trouble. An example of this is that we always allow staff to attend a funeral regardless of how close or otherwise the person who has died is. Another example is that we **run a free minibus to and from Three Bridges and other stations at the start and end of the day.** We also have a **Staff Wellbeing House** set aside for staff to use.

Staff voice survey .  
Q: What has been most successful in the school?  
*"The genuine care that staff have for students, even the most difficult"*

Staff voice survey .  
Q: What has been most successful in the school?  
*"Building of staff community and staff being supportive of each other"*

Staff voice survey .  
Q: What has been most successful in the school?  
*"The idea of community across the school "*



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# What does 'Deeply Christian' look like in practice?

## For All:

- We are a community of all faiths and none, where inclusivity is at the heart of all that we do
- We are a school where faith matters and where staff and students feel able to talk openly about faith and spirituality
- We have a full-time lay Chaplain whose role is to support all members of our community, providing a listening ear and practical encouragement



## For staff:

- 'Staff Reflection' every Friday in the Chapel – a unique and precious time where we stop for 5 minutes to listen to one of our community, to reflect, to pause. These times are led by different members of staff and tend to be deeply personal.
- Communion once every half term
- Prayer group

## For Students:

- Weekly collective worship for all year groups
- Daily tutor time with resources prepared by the Chaplain and, as a minimum, always including a prayer
- Christian Union and other meetings at break times for students led by organisations like Lighthouse and Eliv8
- Students assist the Chaplain with assemblies in local primary schools and faith talks

***"This highly inclusive school has a strong sense of community". OFSTED November 2023***



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# "Open to All"

- The second half of our mission statement is 'Open to All' – we are a multi-faith multi-cultural school which celebrates and delights in its diversity
- We are the school of choice for many families of other faiths because they know that we value and encourage faith
- Approximately 25% of our community are Muslim - we work closely with our local Imam
- To support our Muslim community we have created two prayer rooms which students and staff are able to use for daily prayer
- We have a member of the Head Team whose responsibility is 'World Faiths' and who works closely with our Chaplain to ensure students have the support they need to practice their faith
- Our Chaplain is regularly asked to take groups of students representing other world faiths to local primary schools to talk about their faith and help the children understand what this means to them. Students love doing this and grow in confidence through the experience
- Staff and students are always given the time off for key religious festivals



*"A strongly inclusive approach is evident in the whole community. The school has a considerable mix of faiths, cultures, and languages with staff and pupils consciously seeking to understand one another's diverse perspectives. Inter-faith dialogue and understanding between Christians and Muslims is particularly impressive. "*

SIAMS Inspection June 2022





# OUR VISION



**To be a centre of excellence for learning, inspired by Christian values, where every person in our school community fulfils their potential.**





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# Our context

We are a vibrant multi-faith multi-cultural school serving our local community



- Multi-faith community – approximately 42% students are Christian, 31% Muslim, 6% Hindu, 20% no religion
- Diverse – 34% White British, 7% White other, Asian – 29% Asian or Asian British, 15% Black or Black British
- 54 different first languages – 33% of the students do not have English as their first language





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# Living out our Mission

***We believe it is our mission to make a difference in our community, and to reach out with a message of God's inclusive love. An example of the ways we do this is providing all students with iPads at no cost to their families and our Cultural Capital Programme.***



- Crawley is the most deprived area in West Sussex and Broadfield is the most deprived ward within Crawley falling within the 10% most deprived areas nationally.
- FSM – 26% receive free school meals
- Pupil Premium – 28%
- SEND – 19% with 17 of these holding an EHCP







# Our School Ethos is expressed through the Four Underpinning Elements



**These four underpinning elements are our way of expressing what is meant by 'Deeply Christian' in language that is meaningful to people of all faiths and none. Together they form the 'ecology' of life at HTS.**



# Dignity



**Underpinning all that we do is the core belief in the ultimate worth of each person as a child of God – precious, valued and loved by God. Dignity comes from the knowledge of our ultimate worth as human beings.**

***"God created humankind in His image, in the image of God He created them; male and female He created them." Genesis 1 v 27***





# Community



**We express the value of Community through the quality of the relationships that we share with each other. Community, living well together, is of very great importance to us as a school, as is the place we each take in the wider community locally, nationally and internationally.**

*'Dear friends, since God so loved us, we also ought to love one another' 1 John 4 v 11*



# Wisdom



**As a school we seek to foster confidence, delight and discipline in seeking wisdom, knowledge and truth. This is achieved through the nurturing of academic habits and skills, emotional intelligence, resilience and creativity across the breadth of the curriculum.**

*'How much better to get wisdom than gold, to get insight rather than silver!'*  
*Proverbs 16 v 16*





# Hope



**As we prepare our students for the future we look to open up horizons of hope and aspiration, encouraging our students to embrace these with confidence and sending them out to make a difference to the world in which they live.**

*'May the God of hope fill you with all joy and peace in believing, so that you may abound in hope by the power of the Holy Spirit'*

*Romans 15 v 13*