



setting up an Ethos Group

Top Tips!



Ethos Conference Presentation



A warm welcome to our Ethos Conference Presentation. We would like to tell you about our ethos journey over the last 8 years and how we have developed our ethos work and to provide a few of our top tips for you setting up ethos groups in your schools. Our aim is that you can see just what a huge impact children running an ethos group can have on your school and wider community.

A little bit of background. This is a photo of our outstanding church school, Bishop Bridgeman primary school. Our school has a population of 477 children on roll.

- 31 International new arrivals
- Different children from different cultures we have a very diverse school community with 28 different languages
- Teachers and children from different schools comment on our school and the way we impact and make a difference to our school.
- We are a multi-cultural family and stick together with God.

Bishop Bridgeman Church of England Primary School

Bishop Bridgeman is a large primary school with 477 children on role.

- * 31 International New arrivals
- * 80% EAL and children from other faiths
- * 9 statements
- * 23% Free school meals

In Ethos our aim is to create the school's character by acting out a living faith as a role model with Christian values.
Sharing a vision that reflects the Christian foundation.

Our Journey has taken us over the last 8 years.

Our ethos journey began eight years ago; creating our schools distinctive character was a mission and a challenge that led us to success. The footsteps symbolise we are still on that journey, aspiring to further successes and achievements.

Top Tip number 1. It is vital that an ethos group know and live out your school's vision statement. At the beginning of our journey we decided to look at our vision and really think what it means to be part of the Bishop Bridgeman family. Through consultation with children, parents, staff and Governors we wrote our own vision statement.

Our school statement....

We work, we play, we care and we pray



Our journey began with Mrs Pilling attending the Christian Leadership course, which made her really think about what makes an Anglican church school different and the impact that has on our school community. It is vital that children who run an ethos groups are fully aware of the schools values.

Top Tip number 2. Decide on your core Christian values. If this is something that you have done, it is important to keep reviewing the values with all the school community. The first thing we did was to look at our core Christian values and decide which ones were more important to us. We consulted with children staff teachers, parents and Governors.



Tip 2

Decide on your core school values



Task 1 - staff meeting
These are the attributes teachers and Governors want our children to develop.

Our Journey began with Mrs Pilling attending the Christian Leadership course, which made her really think about what makes a church school different.

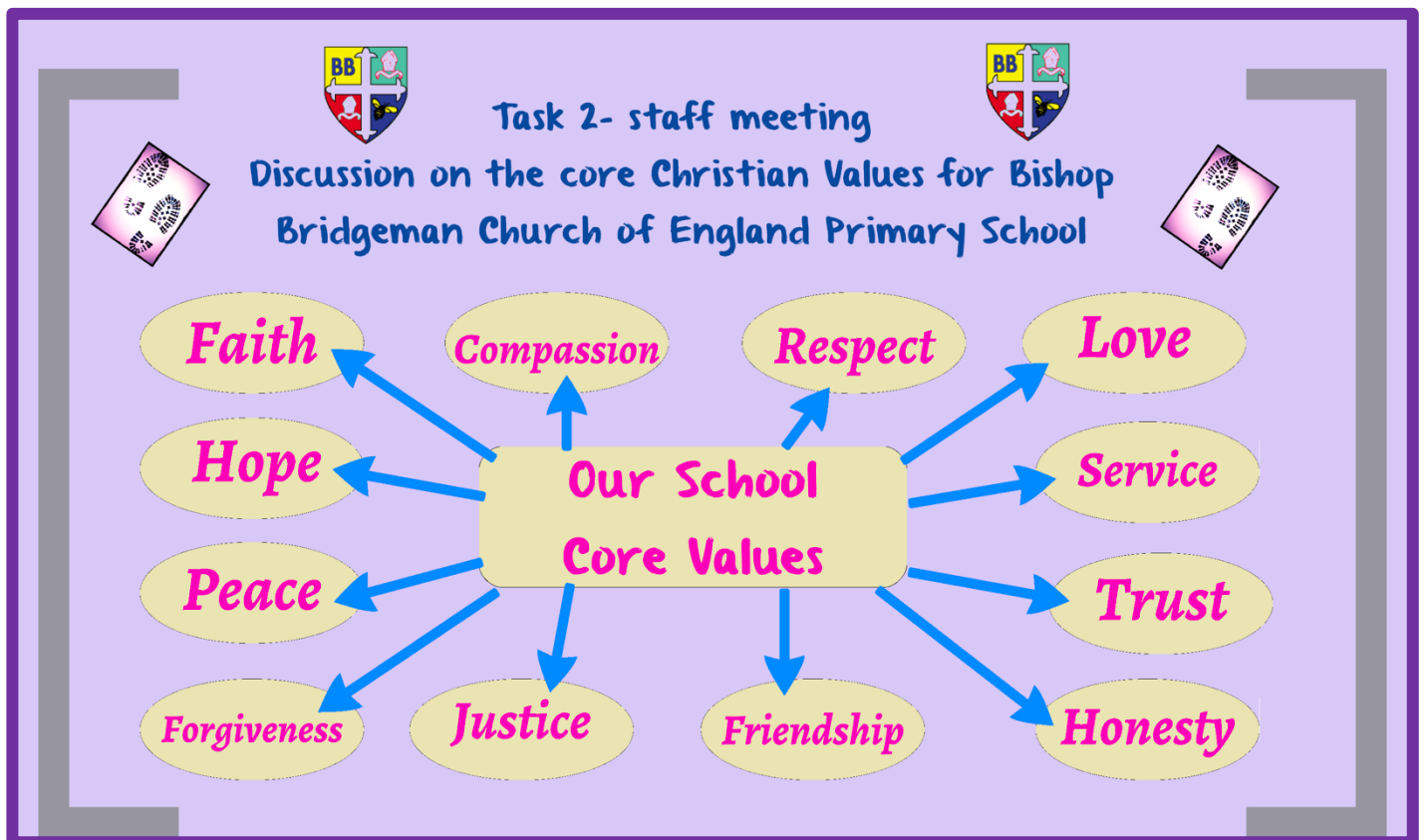
The first thing we did was to look at our core Christian values and decide which ones were the most important to us.

Consultation with children, staff, parents and Governors





Mrs Pilling set a task for the governors and teachers. The task was to determine the values, virtues and qualities we want to develop in the children at Bishop Bridgeman. The teachers and governors decided on twelve values initially, from further discussions with teachers, governors, children and the local the community we agreed on seven core values. With these values at the heart of everything we do in school as an ethos group we could now plan and carry out activities, worship and community activities.





They are hope, friendship, respect, love, honesty, trust and forgiveness. We live them in our everyday life. Even though we have seven core values we still reflect on other values, such as service and compassion. As an ethos group we worked with Mrs Pilling and the

Senior Leadership Team to design art work around school that serve as a daily reminder of our values, ethos and the amazing diversity we



have at Bishop Bridgeman.

Top Tip number 3. Start off small! 8 years ago there were 12 members ranging from year 2 to year 6. Succession planning is key! It is important to give all the children in the groups leadership responsibilities, older children supporting younger children to grow future leaders of the group. We now have two group's Junior ethos and Senior ethos. In senior ethos group we meet up most lunch times carrying various activities. We also have 8 Ethos group leaders who with Mrs Pilling decide on the activities that take place on lunchtimes, organise fundraising, plan our conferences and worship and help Mrs Pilling and the staff live out and model our values in all we do. Also **DON'T UNDERESTIMATE CHILDREN!** At first (we know this as we were the little ones once and our older siblings were leaders), Mrs Pilling gave us space to develop and put is on the spot soooooo much we are now confident enough to tackle anything. We schedule times to meet as often as we can, before school, lunch time, after school and on Saturdays. Meeting so often helps us to build relationships, develop our leadership skills and train new leaders of our group.



 **Ethos Group - 60+** 

Members
Junior Ethos Group
Senior Ethos Group
Ethos Group Leaders

Ethos group meet most lunch times carrying out various activities.

Tip 3



Ethos Saturday school is something we have been carrying out for 2 years now. Ethos Saturday school gives us more time to plan whole school activities and events, fundraising ideas etc. It also gives us time to enjoy each others company and chill a little. Some Saturdays Wendy Moore carries out art and craft activities, some Saturdays we carry out our own activities. It was through Ethos Saturdays that we were able to write our 2 books and produce our art work for the spirited arts competition last year. We will talk about this more in a moment.

Top Tip number 4. Service to others. We found that starting the dialogue with children in the beginning was best achieved through art and craft activities because while you are making things it relaxes you and enables you to talk freely.





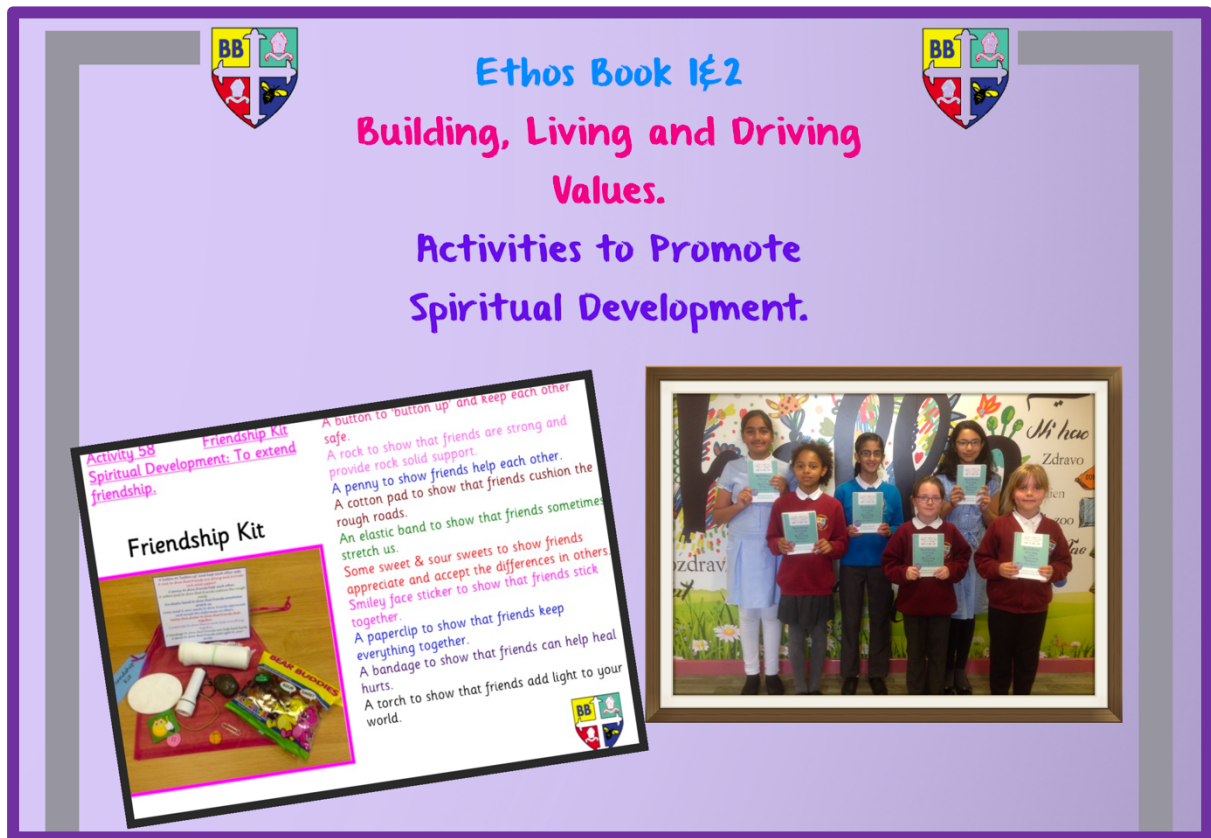
Tip 4



Research a variety of art and craft activities that the children in the group can carry out. These activities we link to a value, prayer or spiritual development.



To provide a starting point for other children in schools who want to set up their own ethos group we wrote 2 books documenting the activities we used. Three years ago ethos wrote and published a book called 'Building, Living and Driving Values'. We wrote the book to help other children carry out practical activities that stimulate discussion about values and encourage children to set up an ethos group. We have now sold over 2,000 copies across the country! Very early in September we decided that it was time to write book 2 to continue our work and continue to support children in other schools.



After discussions with children, staff and Governors it was clear that the concept of children's spiritual development was a difficult one. Not to be deterred by the challenge we decided to focus our second book on activities that ethos groups could carry out to promote children's spiritual development.



We spent last year writing book 2. We have even added a resource CD to support the activities. Our continued hope from this book is that other children will continue to push the boundaries of what an ethos groups can achieve and use it to make spiritual development practical, fun and impact positively on children's personal life journey. Our books

are on sale today for £15. We have a few copies of book 1 left which normally sell at £10 but today if you buy both the cost is £20!

Fundraising. Once your ethos group is established they can start the valuable task of fundraising to support other children in school and charities. Again several years ago we started small by holding a stall after school with a tombola, we sold puzzle books we had made etc. We have raised money for church and charities by having a stall at summer fairs etc. This academic year Mrs Pilling arranged it for us to have our own bank account. We started our Ethos trolley in September selling pocket money toys, breakfast bars, mindfulness colouring books, bath fizzes and much more. We have made over £2,700 on the trolley. So..... Now we have a shop!! We will promote free breakfast to those children that arrive too late to attend breakfast club, expand the range of pocket money toys etc. We intend to use the money we raise to support other children in school, charities and community events.


Top Tip number 5. Involve the whole school. We hold Ethos super-learning days. Children paired up in twos or threes and created a lesson plan and PowerPoint. Throughout the day Mrs Pilling was pleased to see that we had completed the task but altered our lesson plans and PowerPoint's to improve our lessons further. The aim of the

day was to see if our values were impacting on school life and the curriculum and to introduce children to the activities in our new book.



Tip 5 Ethos Group -
involve the whole school

Ethos Super Learning Days



Ethos plan and deliver the lessons throughout the day.

WORSHIP Ethos group plan a worship session every half term and delivers it in worship time so the children have a good understanding about our Christian values, teachings and spiritual development. We will talk in more detail regarding leading worship on our workshop tomorrow. In September we introduced "Discussion of the Week" This is an opportunity for children and adults to reflect on their own view points and how they might respond to topical/ moral and ethical situations such as challenging stereotypes. Children's responses are displayed each week and then kept in a floor book as a record. Ethos group present their work at the beginning of every Governors meeting

to demonstrate the impact of their work and inform Governors of the projects they intend to develop. Ethos leaders support Mrs Pilling and the Senior Leaders in, school self-evaluation and discussing ways to improve our school. We carry out learning walks with Mrs Pilling and Senior Leaders, it is always very interesting to Mrs Pilling at the things we feel are important compared to the things Mrs Pilling thinks are important!

Top Tip number 6. Involve the community Values days help ethos groups serve the whole school community and it's a way of evaluation their work if you ask people that attend to complete an evaluation form. We hold a values day each term to look more closely at our values and themes. For example, we held a "Hope" value day and held a McMillan coffee morning where parents came for coffee and cake. The

 **Values Days- involve the community** 

We hold a values day each term to look more closely at a value or theme.
The most memorable values day and parish day was to celebrate the Queen's 90th birthday.

Tip 6

We held a hope values day and hold McMillan coffee mornings and events such as The Great Get together . We invited another school and our friends from church.



latest values day/ parish day we held was to celebrate the Queen's 90th birthday. As a school we looked at the values of service, responsibility and faithfulness. We carried out many different activities relating to the Queen and events that have taken place in the 90 years of her reign. In the afternoon the whole school held a street party out on the yard. We had our very own Royal Family (thanks to our staff and church volunteers). Some 90year old ladies and gentlemen came from our local residential home along with members of our wider school community. We hold a parish day each term, where both our churches are invited. We carry out activities related to our school value. At the end of the day the adults joined us and filled out an evaluation sheet and we will use that to improve our next parish day.

Top Tip number 7. Monitoring and school self evaluation

We carry out a very important role in whole school monitoring. We hold governor days. Also, we have an RE working wall in every classroom where our RE work is celebrated. We are very proud that in May 2016 we were awarded Gold RE Mark. Worship is monitored through discussions with children and adults and the responses children make on the reflection prompts. We produced a questionnaire relating to our work in ethos and the whole school completed it. We analysed the results and are now working on our next steps



Involving Ethos in School Self Evaluation



Tip 7

Learning Walks
& Values Walks

SMSC Learning
Walks

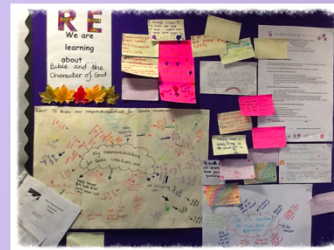


Monitoring



Principal's
Report to
Governors

Monitoring
R.E.
R.E. Working
Wall



SMSC
Learning
Walks

Governor days

Monitoring of
Worship

Pupil Conferencing

Top Tip number 8. Bishop Bridgeman has created links with many other schools through Ethos. It is something that brings us great joy and we learn so much from each other and the different things we do in our schools. We also learn that there are different ways of doing things, we are all different just like our school communities.



Top Tip number 9. Involve your local church and community groups. We have established very strong links with our churches Bolton Parish church and St Philip's church. The congregation from St. Phillips has helped us in so many ways such as supporting religious learning, confirmation, family service, fundraising and are in and around school most days. We attend family service at St Philip's every month, we hold joint school/ church events in school such as coffee mornings, beetle

drives and fun days. We love to attend church lunches such as Harvest lunch. Throughout our journey our relationship with our churches has grown and grown. The support St Philip's volunteers give is boundless.

Church & Tip 9

Community Links

Fundraising e.g. church and Manchester Dogs Home and St Philip's Church



Church volunteers in school



Parish Days



Confirmation

Clergy in school & School Chaplain

Family services

Tip 10

Prayer

Be Brave!











Top Tip number 10. BE BRAVE!! We feel that it is important to be open, honest and accept each other no matter what. You can only achieve this if children live and work in an environment where it is ok to say how you feel, learn by your mistakes, understand and love one another and agree to differ. We are proud of our diverse school community and thrive in it. It does bring about, at times, difficult questions that we must not be afraid to talk about. We are a multi faith community in a church school. The most important thing for all of us is that God is at the heart of all we do and our faith (no matter what our religion) is the glue that sticks us together. We discuss the differences in our traditions and cultures and celebrate festivals. Being children of other faiths in a church school enables us to feel comfortable and confident in our own faith as well as understanding and being part of a Christian family.

Mrs Pilling was invited to present at The National Societies Character Conference in London. We were privileged to be one of the case studies in the document that was launched at the conference - "Fruits of the Spirit". The Bishop of Ely gave the keynote speech and said this about our work. **I am moved by the impact of the ethos group at Bishop Bridgeman School in Manchester. This is a hugely eloquent example of**

an approach to faith and character which honours different traditions and serves diversity with passion rather than a weak toleration.

The experience of Bishop Bridgeman School particularly illustrates the ways in which more than one faithful religious tradition not only co-exists but mutually flourishes in one community.



Develop children's prayer and spirituality. We define spirituality as - A way of getting you know yourself better, getting to know others better and developing your relationship with God. To continue to develop the children's spirituality we use a Mirror, a window and a door, which has helped us to have a better understanding of our spiritual life. The mirror represents looking inside yourself and seeing what qualities you have. The window represents looking out into the world and the door

represents looking ahead and moving into a new situation or onto a new path. As an ethos group we have also built the window door and mirror in our hall.



The graphic is a purple-bordered rectangle with a light purple background. At the top center, the text "Ethos Conference" is written in a large, bold, purple font. On either side of this text is a shield-shaped logo with a cross and the letters "BB". Below the title, on the left, is a pink text block: "We are so passionate about the work we do we have written and published 2 books!". Below this is a blue text block: "R.E. Today Article" and "Fruits of the Spirit Discussion Paper". In the center, there is a photograph of a group of children sitting on the floor in a circle, listening to a speaker. To the right of the photo is a hand-drawn diagram with the word "Ethos" in the center, surrounded by various words and symbols. Below the photo is a paragraph of text: "We have planned and delivered 5 Ethos conferences, July 2013, July 2014, July 15 and July 2016, 5th & 6th July 2017. A total of 184 schools have taken part over the 5 years." At the bottom right, there is another photograph showing a group of children sitting on the floor in a circle, with an adult man sitting in front of them, possibly leading a discussion.

Ethos Conference

We are so passionate about the work we do we have written and published 2 books!

R.E. Today Article

Fruits of the Spirit Discussion Paper

We have planned and delivered 5 Ethos conferences, July 2013, July 2014, July 15 and July 2016, 5th & 6th July 2017. A total of 184 schools have taken part over the 5 years.

We are very passionate about how our values can improve our school, through attendance, behaviour and our results. We now hold a children's conference every year. The Bishop and the Mayor of Bolton also attend the conference along with other guests. Over the last 5 years a total of 164 schools have attended our Ethos conference, which has inspired them to establish an ethos group back in their own school. We wanted the conference to be practical, fun, inspiring and a way to empower other children to impact positively on their school. The aim of the conference is to encourage other schools to have an ethos group and use core Christian values in their everyday life. The videos of our

past conferences are on our school website in the BBTv section, please visit and take a look. At 2016's conference we made a video which we will play at the end. This year we have a media company in school for both of our conference days to produce a short film. This film will be on our website and if you would like a copy please leave your details with Mrs Waddington. We hope you find the conference today inspiring. Our 6th conference will take a different format next year and will be an interfaith conference. We are delighted the The Bishop of Ely will be joining us.

 **Building, Driving and Living** 
Christian Values Children's Ethos
Conference

Our Ethos Conference in 2018 will be an interfaith/ culture conference. The Bishop of Ely will be joining us for the day.





Last year Mrs Pilling told us about The Spirited Arts Competition run by NATRE. We decided to "go for it" and enter the primary section. We have entered the category 'Where is God Today?' We thought long and hard how we could represent this in a piece of art. One of the activities in our new book is making treasured hearts. We used this technique to make the 6ft cross you saw in the hall this morning. We wanted to create a piece of art that children of all faiths could reflect on and every time you look at it you find something different. We used a whole variety of beads and buttons to symbolise where you can find God; in animals, in the seasons, in new life, in values, in children, in sports, in sea creatures, in people being creative e.g. baking, sewing and art, in colour and texture, in celebrations such as Christmas and

Easter, in people who help us such as doctors and nurses. In other words, God can be found EVERYWHERE. We made our treasured cross in our Saturday Ethos School and in our Thursday Ethos after school club.



What are our next steps? We are trying to persuade Mrs Pilling so we can write book 3! We have developed a M.A.D. group with St James primary school and St James secondary secondary school to explore how ethos can work. We will build on this and carry on with fundraising projects as we believe it is important to help others. We be planning another super learning day that will take place in the autumn term to continue to look at the impact of our work. We also will utilise our Ethos

cabin to continue to fundraise and support our school and wider community. We would also be interested if you have any suggestions?

Next Steps
M.A.D. Group

Using our second book to support the development of children's spirituality

Fundraising and charity work. Ethos Cabin

Work with secondary schools

Ethos super learning days

Continue to work with the community & church

@Mrs_Pilling

2 day Ethos Conference!

Set up Bishop Bridgeman Ethos Facebook page

Website: bishop-bridgeman.bolton.sch.uk