



Nebula  
where stars are born

# VISION AND VALUES DOCUMENT

Our vision is to create a school where every child and adult has self-belief and the opportunity to be the best they can be, fostered through a sense of belonging, of being valued and with respect for individuality. We will be defined by who we are and what we do.

Frettenham Primary School  
Hainford Church of England VC Primary School  
Horsford Church of England VA Primary School  
Old Catton Church of England VC Junior School  
St. Faiths' Church of England VC Primary  
White Woman Lane Junior School

The Nebula  
Federation

## Nebula – The Federation of Six Schools



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The Nebula Federation believes that all schools are more effective when they work in partnership than when they stand alone. We value and embrace each school's uniqueness and the community it serves, whilst seeking to learn from and share with each other so that we spread excellence effectively.

The Nebula Federation provides a means of bringing schools together, serving a common purpose and providing continuity in learning from Early Years through the Primary age range.

### **Vision and Aims**

It is the belief of the governors that Nebula will provide a strong entity through which we are able to create stronger partnerships and collaborate more for the benefit of our children and community.

Governors believe that, in order to meet the needs of our school community, having a shared strategic vision will be a powerful method of ensuring standards continue to be raised, and that the six schools remain effective and viable organisations in a time of financial constraint. Our Federation aims to not only transform the life chances of every pupil that passes through it but to also have a lasting and positive impact on the wider community as well.

### **We will aim to:**

- Put children at the centre of everything we do.
- Take collegiate responsibility for improving the life chances of children within our partnership, raising aspirations and promoting lifelong learning;
- promote excellence and continuity of teaching and learning for all our pupils;
- build a coherent, creative and inspiring learning journey by working together and, with our local pre-school, infant and secondary schools, ensure effective transition to each new stage of learning;
- ensure consistently high expectations of achievement across all of our schools:
- work effectively with parents and carers, professionals and the wider community to promote health and well-being, always seeking to promote the right conditions in which children can thrive;
- share resources and work with external partners to widen the range of opportunities available for our pupils and their families
- develop a highly skilled workforce by providing effective professional development, and sharing expertise.

## **The Federation seeks to**

### ***Raise attainment by:***

- increasing aspirations among pupils and parents/carers and all those who work with children;
- improving the quality and consistency of teaching and learning;
- creating the right conditions for effective learning and harnessing and sharing resources in the interests of learning.

### ***Increase Aspiration by:***

- encouraging parents/carers and professionals to have high expectations of pupils, enabling them to have high expectations of themselves;
- enabling those who attend our schools to acquire the skills and attitudes they need to become lifelong learners;
- fostering creativity and innovation in our pupils through an exciting and engaging curriculum;
- building a coherent and inspiring learning journey by working together and with our local pre-school, infant and secondary schools, ensuring effective transition to each new stage of learning for pupils and creating among pupils a sense of local pride and the possibilities afforded by the wider world.

### ***Improve the Quality of Teaching and Learning by:***

- looking to recruit outstanding practitioners to our schools;
- seeking to retain and develop talented professionals within our schools;
- actively encouraging support staff, teachers and school leaders to share their expertise for the benefit of all members of our Federation and provide relevant, high quality, effective professional development for all staff.

### ***Create the right conditions for Learning by:***

- Involving children in their own learning; listening to children and learning from children;
- ensuring that children want to arrive at school ready and willing to learn;
- providing a stimulating and attractive educational environment in which pupils, teachers and support staff can work effectively;
- improving attendance so that all children are in a position to learn;
- improving behaviour through clear and consistent expectations and an engaging curriculum that meets their personalised needs;
- improving continuity in learning so that pupils do not lose momentum, or interest, when they change classes or schools
- improving the health and well-being of pupils and their carers in partnership with other agencies.

### ***Harness the resources of the Community by working:***

- together to create long term and sustainable partnerships so that we can achieve significantly more for pupils and our schools than we can by working alone;
- with parents and carers to help them make an effective contribution to their children's learning;

- with our local Secondary schools, to facilitate continuity of expectations, policy and practice;
- with community organisations to extend what we can offer to pupils and their families;
- with external partners to support our work in a variety of ways making efficient and effective use of our resources.

The Federation will also provide schools with significant collective bargaining power in their negotiations with suppliers of goods and services. This will enable us to secure best value and prioritise funding for teaching and learning.

## Values

### *The overall values of the Federation are:*

- **Opportunity** - to ensure that all pupils receive an outstanding education in a fully inclusive community
- **Resilience** - to be willing to adapt and change to respond to the needs of the school Community, to be enterprising and have the ability to take managed risks;
- **Excellence** - to critically evaluate leadership and teaching to ensure that the best possible provision can be developed
- **Aspiration** - to ensure that leaders have high aspirations for all pupils in our Partnership schools
- **Inspiration** - to test our educational thinking to understand that there are always routes to improving provision
- **Strong Sense of Self** - to develop confident individuals who learn to recognise and value their own talents and ambitions and to support learners to reach and exceed expected standards of attainment and we will be leaders of educational change in the wider community.



Our shared vision and aims provide us with a robust self-evaluation framework through which we aim to develop every aspect of the children within our schools. Our aims are deliberately positive and, we believe, encompass the structure, goals and values we all share.

# Nebula Values

*When your values are clear to you, making decisions become easier.  
It's not hard to make decisions when you know what your values are*

Roy E. Disney

## **OPPORTUNITY**

*The ladder of success is best  
climbed by stepping on the rungs  
of opportunity  
In the middle of every difficulty  
lies opportunity*

## **EXCELLENCE**

*We are what we repeatedly do.  
Excellence therefore is not an act  
but a habit.  
Excellence is not a skill but an  
attitude.*

## **RESILIENCE**

*The darkest nights produce the  
brightest stars  
Do not judge me by my successes,  
judge me by how many times I fell  
down and got up again.*

## **INSPIRATION**

*By doing what you love, you  
inspire and awaken the hearts of  
others.  
I can and I will. Watch me.*

## **ASPIRATION**

*Our aspirations are our  
possibilities.  
Shoot for the moon. Even if you  
miss you'll land among the stars.  
Have only positive expectations.*

## **STRONG SENSE OF SELF**

*Let your smile change the world,  
but don't let the world change  
your smile  
If not you, then who?  
If not now, then when?*

# Nebula Values

*When your values are clear to you, making decisions become easier.  
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Roy E. Disney

## OPPORTUNITY

*The ladder of success is best  
climbed by stepping on the rungs  
of opportunity  
In the middle of every difficulty  
lies opportunity*

Live wisely among those who are not  
believers and make the most of every  
opportunity  
(Colossians 4:5)

Be very careful, then, how you live,  
not as unwise but as wise, making the  
most of every opportunity  
(Ephesians 5:15 – 16)

Finally brothers, whatever is true,  
whatever is honourable, whatever is  
just, whatever is pure, whatever is  
lovely, whatever is commendable, if  
there is any excellence, if there is  
anything worthy of praise, think about  
these things.  
(Philippians 4:8)

## EXCELLENCE

*We are what we repeatedly do.  
Excellence therefore is not an act  
but a habit.  
Excellence is not a skill but an  
attitude.*

## RESILIENCE

*The darkest nights produce the  
brightest stars  
Do not judge me by my successes,  
judge me by how many times I fell  
down and got up again.*

But as for you, be strong and do not  
give up, for your work will be  
rewarded.  
(2 Chronicles 15:7)

I can do all things through Him who  
strengthens me  
(Phillippians 4:13)

"For I know the plans I have for you," says  
the Lord. "They are plans for good and not  
for disaster, to give you a future and a  
hope."

(Jeremiah 29:11)

Therefore encourage one another and  
build one another up, just as you are  
doing.

([Thessalonians 5:11](#))

And let us consider how to stir up one  
another to love and good works  
(Hebrews 10:24)

## INSPIRATION

*By doing what you love, you  
inspire and awaken the hearts of  
others.  
I can and I will. Watch me.*

But as for you, be strong and do not  
give up, for your work will be  
rewarded.

(2 Chronicles 15:7)

May he give you the desire of your  
heart and make all your plans  
succeed.

(Psalm 20:4)

## ASPIRATION

*Our aspirations are our  
possibilities.*

*Shoot for the moon. Even if you  
miss you'll land among the stars.*

*Have only positive expectations.*

## STRONG SENSE OF SELF

*Let your smile change the world,  
but don't let the world change*

*your smile*

*If not you, then who?*

*If not now, then when?*

So be content with who you are, and  
don't put on airs. God's strong hand is  
on you; he'll promote you at the right  
time.

(1 Peter 5:6)

Do not conform to the pattern of this  
world

(Romans 12:2)