

Our Non-Negotiable Commitments

These commitments apply in every PACE school. They are the standards we protect, monitor and improve.

1

Safeguarding and Student Safety

The safety, welfare and wellbeing of every student come before everything else. Safeguarding is everyone's responsibility: all staff must complete required training, recognise and report concerns promptly, follow agreed procedures and create a culture in which students and adults feel safe to speak. Concerns will be recorded, acted upon and followed through with vigilance, fairness and respect.

2

Inclusion and Equity

Every learner has the right to participate, belong, be heard and succeed. We will value all nationalities, cultures and identities; remove barriers; and provide appropriate support and challenge for students of determination, multilingual learners, gifted and talented students and others who may be vulnerable. Inclusion will be evident in curriculum access, classroom practice, relationships and consistently high expectations.

3

Attendance, Behaviour and Anti-Bullying

Regular attendance, punctuality and respectful behaviour are essential for learning, safety and wellbeing. Expectations will be clear, fair and consistently applied, with adults modelling the conduct expected of students. Bullying, harassment, intimidation and discrimination will not be tolerated; concerns will be addressed promptly and fairly, while students are supported to take responsibility and make better choices.

4

Quality of Education and Achievement

Every student is entitled to an ambitious, well-sequenced and inclusive curriculum, consistently effective teaching and accurate assessment. Teachers will use reliable evidence and data to understand need, adapt provision, provide challenge and implement timely intervention. Leaders will secure consistency through collaborative planning, moderation, professional learning and honest evaluation so that gaps close and every learner makes strong progress.

Our Non-Negotiable Commitments

These standards become real through what we model, protect and improve—every day, in every school.

5 Student Voice and Personal Development

Every student will be listened to, respected and involved appropriately in decisions affecting their learning, safety, wellbeing and school experience. We will provide meaningful opportunities to develop confidence, resilience, leadership, creativity, teamwork and responsible citizenship. Students will be taught to make safe, informed and ethical choices and will know which trusted adults can support them.

6 Leadership, Governance and Accountability

Leaders and those responsible for governance will act with integrity, set clear expectations and maintain a consistent focus on students. Decisions will be evidence-informed, responsibilities and priorities will be transparent, and progress will be monitored against measurable outcomes. Leaders will communicate clearly, support staff wellbeing and professional growth, evaluate provision honestly and take timely action when improvement is required.

7 Digital Safety and Responsibility

Technology, including artificial intelligence, will be used safely, ethically, responsibly and purposefully. Students, staff and families will be taught to protect privacy, respect intellectual property, evaluate information critically, recognise online risks and report concerns. Cyberbullying and harmful online behaviour will be addressed promptly, and digital tools will support learning without compromising safety, integrity or wellbeing.

HOW WE UPHOLD THESE COMMITMENTS

VISIBLE IN EVERY SCHOOL

Leaders and staff model these standards consistently in classrooms, corridors and every interaction.

PROTECTED FOR EVERY LEARNER

Safeguarding, inclusion, wellbeing and high expectations guide every decision.

STRENGTHENED THROUGH REVIEW

We use evidence, feedback and professional reflection to improve our practice together.