

Lincoln Minster School

Aims and Ethos Statement

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This Aims and Ethos Statement applies to all members of our school community, including boarders and those in our EYFS setting.

1. Mission statement

Lincoln Minster School provides an extraordinary education that nurtures all pupils' interests, broadens their horizons and ensures that all will flourish. Inspired by our curriculum, Lincoln Minster pupils become courageous learners, articulate leaders and compassionate, empathetic citizens. We are proudly inclusive, celebrate both tradition and innovation and value every single child in our community.

2. Aims

2.1 Lincoln Minster School aims to provide its pupils with a love of learning that will continue throughout their lives, to promote moral and personal values and to develop the skills, knowledge, understanding and confidence that will enable pupils to achieve their full potential. Our aim is to provide an environment that sets high expectations, facilitating stretch and challenge, where each child is stimulated to fulfil their potential in preparation for the next stage of their education and future employment.

2.2 Lincoln Minster School belongs to United Learning. The school's priorities are for every child to be happy and achieve – and in that order. We are proud to share the Group's core values of **ambition, confidence, determination, creativity, respect and enthusiasm** and the objective of '**bringing out the Best in Everyone**', enabling each student to become a balanced, happy and articulate person.

2.3 Ambition

What we mean is:

- Offering a first-class education to every pupil; and
- Challenging ourselves and our pupils to strive for the highest standards in curricular and co-curricular activities

So that we:

- Inspire all pupils to achieve their fullest potential; and
- Offer all pupils the broadest educational experience.

2.4 Confidence

What we mean is:

- Offering a wide variety of inclusive opportunities to engage with school life via our many and varied co-curricular opportunities
- Engendering a spirit of community and co-operation
- Developing an understanding of a globalised future by working alongside pupils with different languages, perspectives, cultures and ways of working and learning

So that we:

- Encourage active involvement by pupils, staff, the wider school community and beyond
- Broaden understanding of people, perspectives and ideas
- Foster and provide opportunities to lead
- Prepare our pupils for a life in global markets

2.5 Creativity

What we mean is:

- Seeking ways to work effectively together in all we do
- Preparing our pupils for digital life
- Working with other schools and the local community to share facilities and to promote good practice
- Engaging with our alumni and with friends of LMS

So that we:

- Develop staff and pupils with the willingness and skills to work effectively with others
- Support collaboration and individualised 1:1 learning
- Foster long-lasting connections with local schools, the wider Lincoln community and United Learning schools
- Create a vibrant society of alumni and friends of LMS to build a life-long community in support of each other and of the school.

2.6 Respect

What we mean is:

- Valuing everyone equally, demonstrating respect and care for people, ideas and our environment
- Valuing ourselves and our contribution, recognising the importance of those things which contribute to a sense of wellbeing, fulfilment and wonder
- Demonstrating tolerance in our dealings with others, recognising that as a Christian school, all faith and non-faith beliefs are welcomed and supported
- Generating a sense of responsibility for others

So that we:

- Build self-esteem, self-respect and the ability to show regard for people, ideas and our environment
- Develop an understanding of those things that enrich life beyond material possessions such as the exploration of the creative arts, religious truths, natural beauty and our relationships with others
- Engender humility, fair play, compassion and care
- Engage pupils in their local communities, offering active service to others
- Develop LMS as a rich and socially diverse community

2.7 Enthusiasm

What we mean is:

- Inspiring staff to seek new and different ways to engage with the challenge of educating pupils for the twenty-first century, meeting the needs of the curriculum in all its forms and extending beyond its constraints
- Encouraging pupils to become independent learners
- Valuing diversity in all its forms via our many and varied co-curricular activities and community involvement
- Encouraging initiative and responsibility

So that we:

- Offer a truly independent education as demonstrated by the pupils engaging in a range of curriculum and co-curriculum opportunities
- Give pupils the skills to move on from school with confidence in their own abilities
- Encourage pupils to be curious and independent-minded

2.8 Determination

What we mean is:

- Matching what we say with what we do
- Listening and being responsive to the views of others
- Expecting the highest standards of personal conduct

So that we:

- Engender a spirit of mutual trust and co-operation
- Build robust systems of communication throughout the whole community
- Develop a sense of openness, honesty and integrity

Lincoln Minster School is committed to identifying talent in each child and drawing it out so that every child fulfils his or her potential in whatever field is appropriate; artistic, sporting, academic, musical, dramatic, or in overall leadership and care for others. We aim to impart the skills and knowledge needed to live and prosper in the adult world.

3. Christian Ethos

3.1 As a Christian School, Lincoln Minster School recognises the importance of each person as an individual, warmly welcoming pupils and staff from different religions, nationalities, ethnic and social backgrounds.

3.2 The Christian faith acknowledges the value and uniqueness of every human being, regardless of gender, age, ethnic origin, creed or sexual orientation. It teaches the importance of love, respect forgiveness and the need to work for justice and peace. We believe that true education must encourage the mental, physical and spiritual development of each pupil. We embrace the fact that we are a multi-faith and multi-cultural society. We respect the position of those of other faiths, traditions and cultures, and welcome the contribution that they bring to our school.

3.3 Lincoln Minster School aims to be a place of learning with a clear spiritual and moral dimension. Whilst the Christian faith is the starting point and the central focus for the ethos of United Learning and the school, the beliefs and practices of other faiths will be valued and respected. It is hoped that parents and pupils of all faiths and of none will find the school to be a welcoming community.

3.4 The expression of the ethos within the school will be both explicit and implicit. For example:

- All pupils (subject to the right of parents to withdraw their child) will participate in regular acts of collective worship wholly or mainly of a broadly Christian character.
- Religious Studies is taught in the school (subject to the right of parents to withdraw their child). The curriculum model followed by the school teaches Christianity alongside the facts about the other principal world religions and it will treat all other faiths with respect.
- The principal festivals of the Christian year (e.g. Christmas, Easter) and other major events in the school year (e.g. the start of the school year, the opening of a major new building) are marked by an appropriate act of collective worship.
- Pupils, teaching and support staff and parents have appropriate voluntary access to a Christian Priest or Minister if and when that is required. The school has developed strong links with the Cathedral and neighbouring churches. The need for such access may be particularly important at times of personal, community or national celebration or crisis.
- The school will endeavour to provide appropriate spiritual care to those of other faith traditions and to provide separate worship facilities if required.
- Pupils are encouraged to support local charities and community projects with their time, talent and contributions.

3.5 The characteristics of the ethos and values such as truthfulness, generosity, loyalty, courage, a sense of purpose and the resolve to achieve will find expression in the life of the school. In particular, it is expected that such values will underpin the aims, objectives, shared values, policies, rules, codes of conduct, rewards and sanctions of the school. All this should lead to happiness and a sense of joy. Teachers have a special place in encouraging pupils to acquire these characteristics.

3.6 It is recognised, understood and welcomed that teaching and support staff will come to the school with a variety of faiths, beliefs and backgrounds. Against this background, however, staff will be required to agree to uphold the Christian ethos of the school as set out in this statement.

3.7 As part of the recruitment process, all potential staff will be introduced to the vision of United Learning 'The Best in Everyone' and to the Christian Ethos as set out in this statement. The vision and the ethos are underpinned by activities such as participation in collective worship, commemorative events and the celebration of, amongst others, Christian festivals. As a consequence, all staff are expected to attend such activities and to feel comfortable in doing so. If a situation arises in which a member of staff feels they are unable to participate in these events as a result of religious sensitivities, they are advised to discuss this matter with the Head, in private.

This document is provided to parents and prospective parents and is available to all interested parties on our website and on request from the main school offices.

Reviewed By	Jon Tyler; Head
Date	September 2025
Reason for Change	Annual review
Next review date	September 2026