



Dear Parents and Carers

Many of you will have seen some of the national press responses to the publication of the school performance tables for 2017 last week. Some newspapers chose to name and shame schools as 'failing', and Chace was listed in a number of the articles. Whilst I do not shy away from public scrutiny and recognise that performance at GCSE last year was far from good enough, I am sorry that the press coverage was so demoralising - the whole Chace community; students, staff, parents and governors, are working incredibly hard to improve standards and outcomes and I am furious that any child at Chace should be labelled as failing.

The articles highlighted the 320+ English secondary schools whose Progress 8 measure fell below the Department for Education's designated level in 2017. Progress 8 is a single measure for measuring progress at GCSE and there are many arguments for and against its validity as a measure of performance. A single statistic does not recognise all of the remarkable accomplishments taking place every day at Chace. Conversely, our Progress measure for the 6th Form in 2017 is in the top 20% nationally and performance for a number of subject areas was outstanding.

Nevertheless, we recognise that our past performance at GCSE is far from good enough. The Progress 8 measure for 2017 has been published nationally, albeit in draft form since September and we have been working tirelessly to improve provision and standards to raise GCSE results. Our predicted grades for Year 11 and assessment data for Years 7-10 recognise a significant improvement in student progress, and the current Year 11 are being supported by the whole team to excel in their GCSEs this year.

We continue to rely on the support and confidence of our parents as we work to improve standards further and thank you for all that you do to support the school and encourage your child to be the best that they can be.

Daniel Bruton
Headteacher

Skype an Engineer

BUROHAPPOLD ENGINEERING

Students in Years 9-11 with a passion for Engineering were able to participate in a STEM (Science, Technology, Engineering and Maths) event, skyping a structural engineer from Burohappold Engineers, London. Burohappold is an international, integrated engineering consultancy and have designed a number of London landmark buildings including Tottenham Hotspurs' new stadium, Arsenal stadium and the O2 Arena. Students interviewed the structural engineer and questioned him about his career route into engineering, what GCSEs and A Levels he undertook to get into university and what his favourite buildings were and why. The students who represented Chace were interested, enthusiastic and asked brilliant questions. This was a great opportunity for students to speak to a person working in industry and find out more about a fulfilling and challenging career in engineering.

Ms Adam



Hall of Fame—Year 11 Recognition of Achievement Ties

Year 11 students striving to be the best they can be, by meeting or exceeding their minimum expected grades during their PPE exams. There will be another opportunity for students to earn ties in March by improving on present best.



The Benefits of Completing your Homework

By – John Bishop

Taken from: <http://lessonplanspage.com/oss10benefitsofhomework512.htm/>

“I hate homework.” How can parents eliminate the nightly tug-of-war over homework?

In general, students are not excited about the homework they get assigned because they are bombarded with other options that seem far more exciting. Let’s face it – homework is no more exciting today than when we were kids. It was tough for us to do homework and we did not have nearly as many distractions as today’s students. Their world includes instant communication, multi-tasking, cell phones, exciting video games, texting, and social networking. Homework is vying for your child’s attention against some tough competition.

Some students think homework is a waste of time. Others understand the intrinsic value of homework and take responsibility for doing it correctly and handling it in on time.

However, the majority of students are somewhere in between these extremes. The students that do their homework without a nightly battle view their education differently. They understand that for a couple of hours, schoolwork is the priority, and then they can move on to something more exciting. They understand that homework teaches them where their strengths are and where they need to spend more attention.

For most students, the problem may not be the homework, but in how they look at it. In the “good old days”, we did our homework because it was expected, and because there were far fewer options for our time. Parents should not compete head-on with today’s distractions, but rather try a different tactic.

The Benefits of Completing your Homework

To compete with the distractions, parents have a role in ensuring students recognise the importance of homework. Your job won't be easy, but perhaps this list can help.

10 Benefits of Homework

- Homework teaches students about time management.
- Homework teaches students how to set priorities.
- Homework helps teachers determine how well the lessons and material are being understood by their students.
- Homework teaches students how to problem solve.
- Homework gives students another opportunity to review the class material.
- Homework gives parents a chance to see what their child is learning in school.
- Homework teaches students that they have to do things, even when they don't want to.
- Homework teaches students how to take responsibility for their part in the educational process.
- Homework teaches students how to work independently.
- Homework teaches students the importance of planning, staying organized and taking action.

School and homework show students the important life lessons, such as how to read and communicate with others, that they will use as an adult. Homework also teaches students how to problem solve, think independently, and build an understanding and interest for the issues in our society.

We have to show our children and students that homework is not boring and is not a waste of time. We have to show them that there are numerous benefits of not only doing homework, but handing it in on time! If we allow students to only participate in video games of social media after all their homework is done, then homework becomes a win-win situation for parents and their students.

Background Information on John Bishop:

John Bishop is the Executive Director of Accent On Success® and author of the "Goal Setting for Students"® book which has recently won three national book awards.



February Half Term—Y11 Revisions Sessions

**Chace
Community
School**

A Specialist Technology College

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Headteacher: Daniel Bruton BA (Hons) NPQH



Dear Year 11 Parents/Carers

February 2018

FEBRUARY HALF TERM WORK SESSIONS AND IMPORTANT DATES FOR YOUR DIARY

Over half term and early in the spring term there will be a number of vital Revision/coursework sessions going on to support your son/daughter in preparing for their summer exams. Not all the events will apply to you but please see below details of the sessions on offer:

Date	Time	Subject	Teacher
Saturday 10 th February	9.30am-1.30pm	Food Practical Workshop	Ms Leonard
Monday 12 th February	10.00am-1.30pm	History	Mr Faik
	10.00am - 3.00pm	Graphics	Ms Wood
	8.30am - 1.30pm	Music Compositions	Ms Davies
Tuesday 13 th February	10.00am-2.00pm	Maths	Ms Kubianga
Thursday 15 th February	9.00am – 3.00pm	Textiles Controlled Assessment Workshop	Ms Ricketts
Saturday 24 th February	9.30am-12.30pm	Food Practical Workshop	Ms Leonard
Saturday 10 th March	9.30am-12.30pm	Food Practical Workshop	Ms Leonard
Saturday 10 th March	10.00am-1.00pm	Graphics Workshop	Ms Wood
Saturday 24 th March	9.00am - 2.00pm	Media	Ms Ross

Also, please note the following important dates for your diary:

- First GCSE exam of the summer – 14th May 2018.
- School Prom – Tuesday 3rd July (evening).

Please note: a copy of your son/daughter's draft exam timetable will be sent out very shortly for you to check. This will enable your child to begin planning their revision schedule.

Thank you for your continuing support in helping us prepare your son/daughter for these vital exams.

Yours sincerely



Mr Greig
Assistant Head Teacher (KS4)



Commitment to Learning High Expectations All Can Succeed Confidence and Courage Everyone Valued Equally



THE ROYAL SOCIETY
Associate Schools and Colleges



University Offer Successes

UCAS is completing its processing of students' UCAS applications for full-time courses at higher education providers in the UK. Higher education provides opportunities for students to

- study a subject they are passionate about
- achieve a qualification that could lead to their chosen career
- gain confidence, independence and important life skills that will widen their prospects
- make lifelong friends



Our Year 13 Sixth Form students have received some great offers including Matthew and Nora who have received offers from Oxford to read History and Cambridge to read Maths.



Read to Succeed

Give your unwanted books a second life

Not all children have access to books especially a variety of fiction and non-fiction reading books. Help us to fill our library space with books by donating read or unwanted books suitable for a range of readers from age 8 to those suitable for teenagers and more able readers. We want reading and a life-long love of reading to be at the heart of our school.



In our last bulletin we reported that research in the UK has shown that students need a reading age of 15+ to be able to access GCSE exam papers. Further study shows that by the end of the first year of secondary education, for some students, their reading age falls behind their chronological age by at least one year. By the end of the second year their reading age has fallen by at least two years. The process continues to such an extent that by the time they sit their GCSEs at 16 their reading age is just 13.

So, we need a range of books which appeal to all students including those that are accessible to students who may have a lower reading age than their chronological age, books which are suitable to students who are just learning English or developing their English proficiency (EAL) and books which extend the most able.

Please send any donations into school to be dropped off with Ms Nicholaou in the Library.

Are your children spending too much time on their phones? Why not try the 7 day digital detox challenge....

'Create, Connect and Share Respect: A better internet starts with you.'



7 Day Digital Detox Challenge

<h1>7 DAY</h1>	
<h2>DIGITAL DETOX CHALLENGE</h2>	
Day 1 Go through your friends lists and unfollow accounts you don't want to follow anymore	Day 2 Go social media free after dinner
Day 3 Only watch 3 videos anywhere online today	Day 4 Only spend a maximum of 30 minutes on social media all day
Day 5 Don't check your messages or social media until after 10am	Day 6 Put your phone away at meal times all day
Day 7 Try not to post anything today!	
How did it make you feel? Would you try to make any of the challenges part of your everyday life? Why?	

No longer needed uniform

If you have any uniform which your child has grown out of and/ or you no longer need we would be grateful for any donations to the school.



We would welcome PE kit, blazers, ties, shirts, skirts, trousers and / or shoes. Any items you wish to donate can be passed to Mrs Sozcu in the main reception



Thank you in advance for any support you can offer.

**Free
School
Meals** 
Are you entitled?

<https://new.enfield.gov.uk/services/children-and-education/school-welfare-and-information/school-meals/Children-and-Education-Form-Free-school-meals-application.pdf>

Your child could get a free school meal if you receive any of the following:

- Income Support
- Income-based Jobseekers Allowance
- Income-related Employment and Support Allowance
- Support under Part VI of the Immigration and Asylum Act 1999
- The guaranteed element of State Pension Credit
- Child Tax Credit (as long as you're not also entitled to Working Tax Credit and you don't get more than £16,190 a year)
- Working Tax Credit run-on (paid for 4 weeks after you stop qualifying for Working Tax Credit)

If you need any help completing the form, Please contact Mrs Barnham, Parent Support Adviser, on 020 8352 8241, who would be very happy to help.



Future First—Skills and Employability Workshop for Year 12 students



The Vocational faculty welcomed Future First into the school to run a skills/employability workshop. The workshop, attended by Year 12 students, was a great opportunity for students to speak to, and learn from representatives from the grocery industry. In attendance were area managers from Sainsburys, Aldi and Morrisons. The volunteers were extremely impressed by the level of business acumen shown by the students and the identification of weak CVs from a selection of applicants for a fictional job.

The Future First event, now in its second year at Chace, has strong links with IGD, the global food and grocery experts, who provide a range of volunteers from the industry big hitters. One student commented that the workshop was 'invaluable' and claimed it was a 'real benefit to be able to ask questions directly to employers and understand what they are looking for when recruiting staff'.

Mr Ellis

Year 11—Science Masterclass

On 17th January some of our talented Year 11 students attended the first of our Science Masterclasses. They enjoyed an experience of A Level Biology teaching on the detailed structure of DNA by **Miss Wilson**.



You can see them here making 3D models of DNA from sweets. We look forward to delivering more Masterclasses run by A level Chemistry and Physics experts in the upcoming months.

Senior Basketball



The Chace team was up against a strong St Thomas More side resulting in a fantastic game. By the 3rd quarter the boys were in full flow attacking from various angles! The highlight of the game was most definitely Karyiek's SLAM DUNK!

Well done to the following

Karyiek Dixon
Liam Smith
Adnan Ali
James Cooling
Tylan Ibrahim
Amin Boutbaik
Badr Boutbaik
Mason Sozzi
Evan Vamvounis
Fiifi Egyrir

Mr Hussein
PE dept.



Final score: Chace 29 - 54
St Thomas More

Chace Governing Body

Message from Tracey Jenkins, Chair of Governors



Dear Students, Parents and Carers

As we approach this first half term of 2018 I write to congratulate all of our students who have made such a positive start to the new year.

In January, Year 9s had their options consultation evening and we were thrilled to see such a large turn out. Thank you to all parents and carers who came to support their child at the start of this very important decision making time.

Well done to Year 11s for such a committed start to the new term. I attended the Year 11 students' mock results assembly in January. Some students had done extremely well, others were disappointed, but having talked to many of them, they know what they have to do over the next 10 school weeks to maximise their chances of success in the summer. Students were also shown the vast amount of help and support their teachers will be giving them over these last crucial weeks of learning. Thank you to all those teachers who will be working through school holidays providing revision sessions to help these young people get the best results they can.

I was delighted to receive two nominations for the Parent Governor vacancy. Thank you to the two parents that have stepped forward. Due to the recent resignation of Nukhet Dag, creating a second Parent Governor vacancy, both nominees have been appointed as Parent Governors to fill the vacancies. We are delighted to welcome Emma Medcalf-Doey and Vicki Morgan to the Governing Body.

We are also delighted to welcome to the Governing Body Dr Johan Byran who was voted on in December. Dr Byran is a local GP with a great passion for helping children in our community be the best they can be. He will be leading a motivational assembly in February for some of our Year 11s.

Finally I would like to thank Mr Bruton, Ms Douglas, Mr Vekeria and the whole Chace team for their tireless work over this last half term. It has been particularly tough with such a nasty flu virus which has affected many staff and students but as always everyone has pulled together to ensure teaching and learning carried on as usual.

Have a good half term break. Best wishes

Tracey Jenkins

Parent Governor Election

We have appointed two new Parent Governors: Emma Medcalf-Doey and Vicki Morgan. Please find below brief descriptions provided by the new Governors about themselves.

Emma Medcalf-Doey

I have 5 children, one in class reception, two children are at Chace Community school, one at work (he left the school in 2016) and one at University in her final year. I am married and have a wonderful, supportive husband. I started my working career in the bank. I left after 7 years to start my family so I worked for our family business as a bookkeeper in the motor trade. I always wanted our own business so we set up a successful Funeral directors until I divorced, and went on to remarry and setup our Dental Laboratory, where I am today. Also during this time, I had a part job which I left a year ago, working as a level 3 Teaching Assistant and also supporting children with learning difficulties, in a local primary school for 14 years.

I was born, raised and have lived in Enfield all my life although I have travelled and seen some of the world. I have travelled on every coast road in America in a vintage car, have a sister in Canada which we frequently visit and I have enjoyed holidays in France, Germany, Monaco, Greece, Spain and many more. I have interests in vintage and classic cars, and motorbikes.

For 17 years I have strongly supported Great Ormond Street Hospital as a charity. My elder son had his kidney transplant there 2 years ago and I donated my kidney to him over at Guys Hospital. (It then got rushed across London on blues and twos!) Chace Community School were so supportive to my son the entire time he attended there, the staff were amazing! Obviously he had a lot of time off school but with the staff's help and encouragement, he completed his BTEC in business level 3 with a triple Merit. He is now working full time and has a fantastic future ahead of him.

The reason I would like to become a Parent Governor for the school is to contribute towards the successful school Chace is today, whilst also enhancing its growth. I feel I have a unique set of skills to offer the school, in business and child care. I have a wealth of school knowledge to apply, as a previous member of education and a mother. I have been a parent at the school for 9 years and have seen the school develop over that time. Now, I would like the opportunity to join in, enhance and support our children's future.

Vicki Morgan

I am a lifelong Enfield resident and mum of 2 - a son of 15 and daughter of 11. I went to school in Enfield, have grown up here and have recently ended a 23 year career in Local Government, giving me time to dedicate to a new role. I also volunteer at St Michael's primary school. My family and football are my passions. I love encouraging my children in their various pursuits and spending precious time with family and friends. My daughter, Libby, is in Year 7, I have a niece in 6th form and my son attends a local boy's school.

I'll bring extensive skills to the Parent Governor role, such as a deep understanding of the diverse mix of local people and the challenges they face, setting and achieving a strategic vision, leading large projects, people and performance management, agreeing and delivering targets, recruitment experience, managing large budgets and change, working within limited resources, making difficult decisions and an ability to operate at a political level. During my career, I worked in Housing for the tenants of Enfield Council. I also worked in service improvement - preparing for inspections, writing policies, procedures and developing strategies for improving services. Most recently I was Head of Customer Services, firstly in Housing, then across the whole Council - responsible for running the frontline contact channels.

Chace's strong commitment to the pastoral welfare of students is impressive and I have seen how hard everyone is working to balance this with continuing to improve the quality of teaching and exam results. I want to contribute to this ambition and make a difference to Chace by working hard to make the right decisions for the school and contribute my time and skills to the benefit of local children.

My skills and experience are ideally suited to the role of Parent Governor at Chace and I will work tirelessly to ensure the school strives to be the best it can be.



Future Events being organised by Chace PTA : chaceassociation2017@yahoo.com

Or phone us on: **07906 219 015** or follow us on Facebook **@ChacePTA**

Hilde de Groot, Chair of PTA

After a successful Craft Fayre and a groovy 80s night, here are some other ways you can help raise money for the PTA.

Matched Funding: Does the company you work for have a scheme of matching funds you raise for a charity? If you are not sure, ask your employer as many small and large companies do! Barclays Bank, Santander, Vodaphone, BT just to name a few. Get in touch with us and see how easy it is to raise money for the school.

Easyfundraising is an easy way to support Chace PTA, collecting free donations on the things that you buy. It does not cost you any extra money, so you can feel good knowing that you are helping Chace PTA raising funds for the school. Go to <https://www.easyfundraising.org.uk/panel/> to find out more and select **Chace Parent Teacher Association** as your good cause.

Riverford vegetable box scheme. Have your vegetables and eat it! Sign up to the Riverford vegetable box scheme and earn between £15 and £30 for the Chace PTA! Do quote our reference **SCH1235**. (to make sure we are getting our donation). Look out for the email which has details about the scheme.

Raffle prizes: Are you able to offer good quality raffle prizes? For example; a restaurant meal, a beauty treatment or a voucher? Wine, chocolate or flowers? Please let us know.

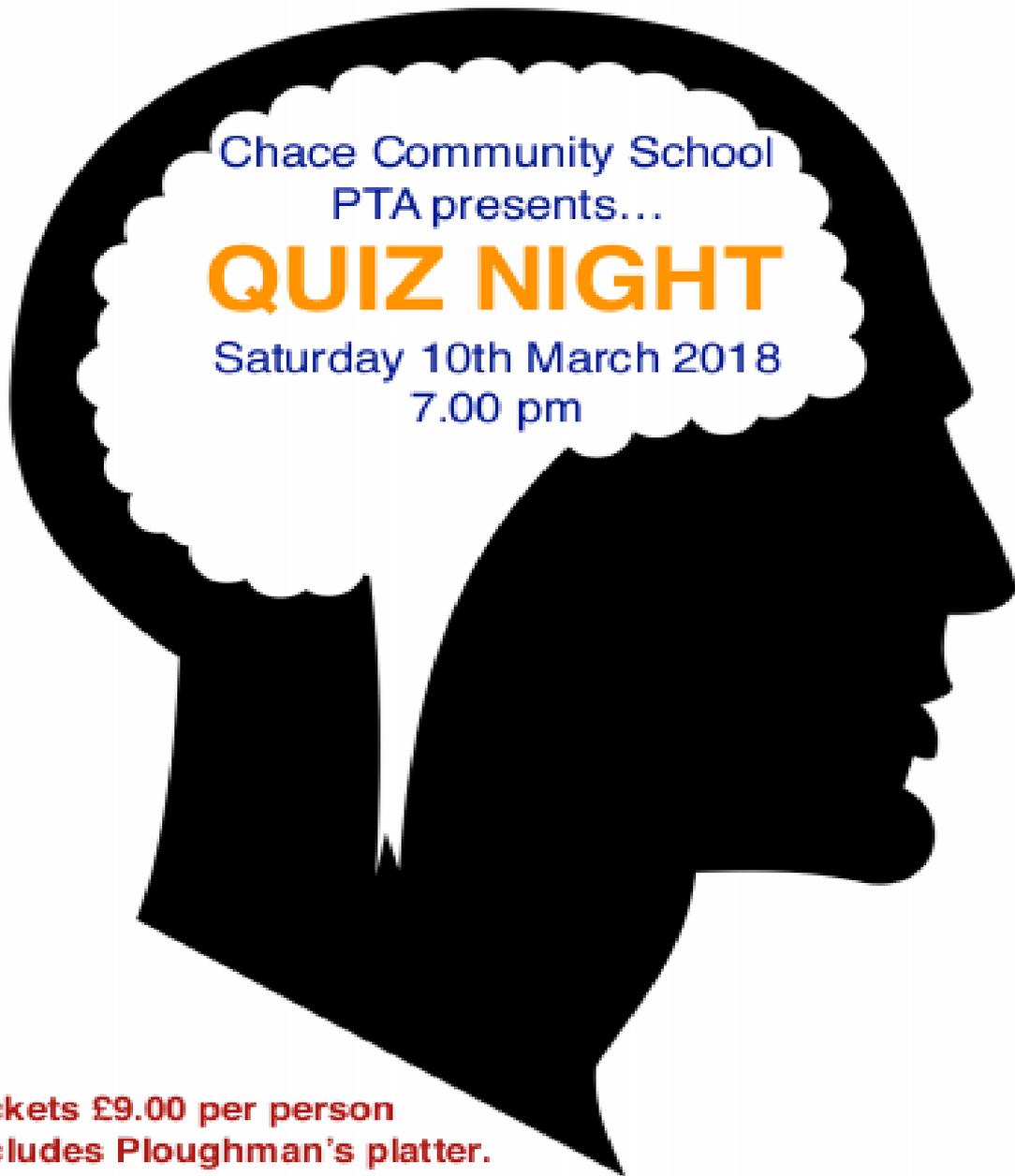
And do not forget: we are serving hot drinks, cold drinks and cakes at any parent teacher consultation evening.

We are looking forward to meeting you soon!

Hilde
facebook: @ChacePTA



Chace Community School, Churchbury Lane, Enfield EN1 3HQ



**Tickets £9.00 per person
includes Ploughman's platter.**

Bring your own drinks. Maximum 8 contestants per table.
Individuals and couples welcome!

For tickets, please contact Hilde **07906219015**
<https://www.facebook.com/events/1865632923727619/>

Dates for your Diary—Spring 2018

Monday 5th February	-	Year 10 Holocaust Memorial Trip (f side)
Tuesday 6th February	-	Year 11 Geography Trip to Epping Forest
Thursday 8th February	-	Year 12 Candle Conference
	-	Madrid Trip Parents' Information Evening 6pm
Monday 12th to Friday 16th February	-	HALF TERM (school closed)
Wednesday 14th to Friday 16th February	-	Year 9 Science Trip to EuroDisney
Thursday 22nd February	-	Year 10 Parents' Consultation Evening 4.15 to 7.15pm
Thursday 22nd February	-	Year 12 & 13 Art Gallery Trip
Friday 23rd February	-	Year 10 Red Start Business Studies Trip
Monday 26th February	-	Year 10 Holocaust Memorial Trip (g side)
Monday 26th February to Friday 2nd March	-	Year 9 and Year 11 Assessment Week
Tuesday 6th March	-	Year 10 and 12 Careers Talk
	-	Year 9 ARP Hendon Museum
Friday 9th March	-	Year 7 & 8 G&T Academy Conference
	-	Year 11 Food Technology Practical Exam
Saturday 10th March	-	PTA Quiz Night 7.00pm
Monday 12th to Friday 16th March	-	Science, Technology, Engineering and Maths (STEM) week
Wednesday 14th March	-	Year 9 First Give Opening Assembly
Thursday 15th March	-	Year 11 and Year 13 Drama Trip
	-	Year 7 Parents' Consultation Evening 4.15 to 7.15pm
Tuesday 20th March	-	Year 8 Girls' HPV Injection
	-	Year 9 Sex FM
Wednesday 21st March	-	P16 Sociology Conference
	-	Year 10 Drama Exam
Thursday 29th March	-	Thorpe Park Reward Trip
	-	TERM ENDS @ 3.10pm
Friday 30th March to Friday 13th April	-	EASTER HOLIDAY (school closed except for Year 11 revision classes)
Tuesday 3rd April to Friday 6th April	-	Spain Trip

Dates for your Diary—Summer 2018

Monday 16th April	-	Start of Term—registration @ 08.40am
Wednesday 18th April	-	PTA Happy Bags Clothes Collection
Thursday 19th April	-	Year 8 Parents' Consultation Evening 4.15 to 7.15pm

For more information see www.chace.enfield.sch.uk



Contact Information

If you change your home address, home phone number, mobile phone number or email address please can you phone or email the school (8363 7321 / chace@chace.enfield.sch.uk) to advise of the changes as soon as possible to ensure your child's details are kept up to date on the school's database.

Thank you

Inconsiderate and dangerous parking outside school



Please could parents refrain from stopping on the double yellow lines or zigzag lines to drop of their children. When you do so, you cause an obstruction to the traffic behind you, and for any student who may be trying to cross the road safely. Enfield's CCTV car patrols regularly and if you are caught stopping illegally you will receive a fine.



We have a large number of lost property items including jumpers, ties, blazers, and PE kits. If you think you are missing any items please ask your child to see Mrs Curtis, in the medical room.

Current Emails in ParentPay

Communication from us is via ParentPay. Please ensure that you are using an up to date email in ParentPay or remember to update ParentPay if your email address changes.



Answer Machine Attendance Line



The school has an answer machine for attendance calls which enables parents/carers to leave a message regarding student absence at any time. If a student is unwell and will not be in school, please ring Mrs Morter on **020 8352 8217** on each day of absence.

Attendance to date w/e 26-01-2018			Weekly attendance w/e 26-01-2018		
Course Year Code	Reg Group	Attendances %	Course Year Code	Reg Group	Attendances %
Year 7	7ACA	92.74	Year 7	7ACA	94.48
	7ADH	96.62		7ADH	96.90
	7AIB	95.50		7AIB	97.78
	7ETA	96.22		7ETA	94.29
	7IP	96.75		7IP	98.46
	7LMT	96.86		7LMT	95.86
	7TN	96.07		7TN	96.55
	7TTR	94.10		7TTR	90.74
	Total	95.61		Total	95.63
Year 8	8ACW	92.22	Year 8	8ACW	97.31
	8CTS	94.54		8CTS	98.52
	8HAL	95.29		8HAL	99.63
	8JBO	93.07		8JBO	96.07
	8LHU	95.03		8LHU	94.33
	8RBI	95.05		8RBI	97.59
	8RFI	94.10		8RFI	92.59
	8SCH	94.85		8SCH	94.40
	Total	94.27		Total	96.30
Year 9	9AFG	93.54	Year 9	9AFG	94.78
	9AW	95.39		9AW	90.74
	9DDO	94.09		9DDO	93.70
	9DKo	93.27		9DKo	98.46
	9Dual	97.13		9Dual	100.00
	9KAN	89.70		9KAN	80.00
	9LW	94.18		9LW	97.41
	9MBr	91.05		9MBr	91.79
	Total	91.67		Total	91.85
		92.96			92.61
Year 10	10AC	91.75	Year 10	10AC	93.60
	10AGY	88.49		10AGY	86.67
	10DCO	96.12		10DCO	98.40
	10Dual	78.85		10Dual	100.00
	10ED	95.83		10ED	96.43
	10EW	93.75		10EW	98.40
	10PB	89.97		10PB	95.00
	10SFe	96.21		10SFe	93.21
	Total	94.15		Total	94.81
		93.26			94.64
Year 11	11AKu	92.97	Year 11	11AKu	93.01
	11BK	92.98		11BK	90.40
	11CA	95.13		11CA	94.40
	11DC	91.95		11DC	90.00
	11DP	96.18		11DP	97.20
	11Dual	98.29		11Dual	100.00
	11EKC	94.75		11EKC	96.15
	11KBW	93.73		11KBW	91.60
	Total	95.32		Total	95.56
		94.23			93.69
	Overall Total	94.09		Overall Total	94.61

Chace Community School requires
Relief Invigilators from May – June 2018 Casual Hours
(starting 8.30am for morning exams and 1pm for afternoon exams)
Rate of pay £10.60ph

We require a team of Invigilators to assist the Exam Officers in preparing for and monitoring examinations, under exam conditions as specified by the Joint Council for Qualifications (JCQ).

The duties will include:

- assisting the Exam Officers in preparing the exam room for exams to take place;
- assisting the Exam Officers in monitoring students during exams, ensuring that exam conditions, as specified by JCQ, are adhered to, collating exam papers and registers at the end of an exam;
- liaising with the Exam Officers regarding any issues that arise during an exam, i.e. possible incidents of malpractice.

You will need to be available throughout this period as you can be called upon at any time. Full training will be provided.

Please contact Lauren Regisford at lregisford@chace.enfield.sch.uk for more information and/or application form.

All schools in Enfield are committed to safeguarding and promoting the welfare of children and young people. It expects all staff and volunteers to share this commitment.

Aiming to be the best we can be