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TARBIYYAH COMPASS CHARACTER FRAMEWORK

How our values are taught, lived and recognised every day

ACADEMIC YEAR 2026 – 2027

Policy name	Tarbiyyah Compass Character Framework 2026–2027
Applies to	All pupils, parents, staff, trustees and volunteers of Tarbiyyah Global Academy
Policy owner	Headteacher
Approved by	Ustadh Abu Zayn Haneef Sandhar, Headteacher
Agreed with	The Chair of Trustees, Tarbiyyah Education Trust
Date of issue	1 September 2026 (version 2.1, updated 10 November 2026: the Academy's own values, which spell IHSAN, replace the values shared with the other Tarbiyyah schools)
Next review due by	31 August 2027
Basis	Written for Tarbiyyah Global Academy. Its values are the Academy's own and differ from those of Tarbiyyah Primary, Tarbiyyah Secondary School for Boys and Tarbiyyah Al-Banaat
Read alongside	Behaviour and Online Conduct Policy; Curriculum Policy; Enrichment and Clubs Policy
Availability	Published on the Academy website and Parent Portal. Available in large print or another accessible format on request.

CONTENTS

1. Purpose
2. The IHSAN Values
3. How the Values are Taught
4. How the Values are Recognised
5. Measuring Impact
6. Review

1. Purpose

Tarbiyyah means nurturing of the heart, the mind and the character. The Tarbiyyah Compass is the Academy's own set of values that guide that nurturing. Like a compass, they help a pupil find the right way wherever they are in the world. The five values spell **IHSAN**: worshipping Allah as though you see Him. Each value is the focus of one half term, and the year ends with Ihsan itself, all five together. This framework sets out what each value means, what it looks like online, and how staff teach, model and recognise it.

2. The IHSAN Values

Letter	Value	Meaning	What it looks like at TGA	Focus
I	Ilm	Love of learning: curiosity, good questions and the effort to really understand	Asks questions; reads beyond the lesson; acts on feedback	Autumn 2
H	Honesty	Sidq and amanah: telling the truth, doing your own work and keeping the trust others place in you	Does their own work; tells the truth; keeps passwords and devices safe; keeps promises	Summer 1
S	Sabr and shukr	Patience and gratitude: keeping going when things are hard, and thanking Allah and others when they are easy	Perseveres with hard work; manages technical problems calmly; thanks teachers and family; uses screen time wisely	Spring 2
A	Adab	Good manners: respect and kindness in how we speak, listen and behave, online and at home	Greets with salam; follows microphone and chat etiquette; speaks kindly to teachers and classmates	Autumn 1
N	Niyyah	Sincere intention: doing what is right for the sake of Allah, whether or not anyone is watching	Brings a good intention to learning; behaves the same with camera on or off; prays on time	Spring 1

Summer 2: Ihsan. The final half term brings the five together: doing everything as well as we can, because Allah sees us.

> **Why "online" matters**
>
> In an online school, much of a pupil's conduct happens without an adult in the room. Niyyah and honesty, doing right because Allah sees us and keeping the trust others place in us, are therefore not abstract ideas but the daily foundation of how our pupils learn, and the road to ihsan.

3. How the Values are Taught

- **Assemblies:** each half term focuses on one Tarbiyyah Compass value, with Qur'anic verses, hadith and stories from the seerah and from inspiring Muslims past and present.
- **Form time:** short discussions and reflection prompts linked to the value of the half term.
- **Curriculum:** subject leads identify where their subject develops each value, for example sabr in problem-solving in Mathematics and honesty in scientific method.
- **Staff modelling:** every member of staff models the values in their conduct and communication.

4. How the Values are Recognised

- Merits (M1–M3) are linked to specific values, as set out in the Behaviour and Online Conduct Policy.
- Each half term, a "Compass Star" is recognised in each class for the value of the half term.
- Termly reports include a short comment on character and values.
- Families are invited to share examples of their child living the values at home.

5. Measuring Impact

Pupil and parent surveys, merit data and pastoral records are reviewed each term to see how well the values are being lived and where more support is needed.

6. Review

This framework is reviewed annually by the Headteacher with staff, pupils and parents.

Approved by: Ustadh Abu Zayn Haneef Sandhar, Headteacher · Next review due: 31 August 2027 · Tarbiyyah Global Academy · A specialist education, rooted in faith