

Ethos, Vision, and Strategic Priorities

Autumn 2022 to Summer 2027

With Annual Review

- Produced Spring / Summer term 2022 by Governors
- Updated Spring 2023 by Governors

“Commit your actions to the lord, and your plans will succeed.” – Proverbs 16: 3

What is our Ethos?

- St John’s is a family – we care for each other’s wellbeing; encourage each other; celebrate and have fun together and help each other along. We show respect for people, and for the world
- St John’s is a safe place – where children are valued and taught to appreciate diversity and value each other.
- St John’s is a hard-working place – children are encouraged to aim high; to achieve the best they can; through innovative, inspirational, and high-quality teaching.
- St John’s is a welcoming place – we live, work, and pray in partnership with our families; our local church; and the wider community.

What is our vision?

We develop unique, confident, and happy children, within an exceptional Christian learning community, preparing and empowering them for life in a changing world.

How will we achieve our vision? – Our Strategy

- We have high aspirations for all our children and staff. We set high expectations and promote children to be resilient learners by providing them with the tools and confidence to take risks that will further develop their learning.
- From Summer 2022 to Summer 2027, to deliver our vision our key priorities are:
 - 1 To be a distinctively Christian school that enables pupils and adults to flourish
 - 2 To develop the whole child in a caring, nurturing, Christian school by building on existing good teaching whilst actively aspiring to outstanding, through a broad and balanced curriculum.
 - 3 To encourage parental, church and all stakeholders to engage in delivering the best learning and experience for the children of St John’s and enabling them to take our core Christian values into the wider community.
 - 4 To consider, global, national, and regional issues likely to impact on the school.
 - 5 To maintain the secure financial health of the school with excellent infrastructure and resources as an enabler to learning.
 - 6 To ensure that all members of our school community can maintain positive emotional well-being and mental health so that they can live happy and fulfilled lives, have high aspirations, and achieve the best possible outcomes for all children.

One

To be a distinctively Christian school that enables pupils and adults to flourish – “Train up a child in the way he should go: and when he is old, he will not depart from it.” Proverbs 22: 6

What do we need to do to achieve this? (objectives)
1. To nurture the Christian values of friendship, compassion, and wisdom. 2. We sustain a Christian vision and promote positive behaviour and relationships based on dignity and equality of all in an inclusive environment. 3. We are part of the St Peter’s Church family and embrace our role with it and nurture the links within it. 4. Our leadership demonstrates and drives a commitment and engagement with Christian values in all school activities.
How will we know we have achieved it (measures)
1. Behaviour policy is consistently adhered to throughout the school, with both staff and pupils with its focus on forgiveness and learning. 2. There are regular opportunities for staff and pupils to interact with St Peter’s Church. 3. Prayer and collective worship are part of our daily school life. 4. Staff are invited to come together in regular prayer meetings. 5. Christian values have prevalence as part of our selection process during recruitment. 6. Christianity is in our DNA. When making decisions the Christian approach is always considered by asking “What would be the Christian thing to do?” 7. Our Christian values are demonstrated throughout the school, in display, teaching, attitude and behaviour. 8. All policies are grounded on Christian theological foundations. 9. SIAMS inspections will maintain our good Christian values and ethos whilst we work towards excellence.

Two

To develop the whole child in a caring, nurturing, Christian school by building on existing good teaching whilst actively aspiring to outstanding, through a broad and balanced curriculum. - “Let my teaching fall like rain and my words descend like dew, like showers on new grass, like abundant rain on tender plants.” Deuteronomy 32:2

What do we need to do to achieve this? (objectives)
1. Offer a plethora of opportunities to build a child’s strengths and self-awareness. 2. Provide opportunities for children to undertake acts of courageous advocacy. 3. Teaching is good or better whilst striving for an outstanding teaching. 4. Establish and sustain a mentoring and a collaborative coaching culture for staff.
How will we know we have achieved it (measures)
1. We offer and celebrate a wide range of extracurricular activities and achievements both within and outside of school 2. The St John’s special book and year group portfolio is completed for every child, celebrating their growth and development. 3. Children actively engage in acts of courageous advocacy and are celebrated through a range of rewards including annual governor award. 4. Annual measure of “student voice,” “parent voice,” and “staff voice” that tie into issues of the whole-child building strengths and self-awareness, whilst also measuring the success of mentoring and coaching between staff. 5. Each teacher to have a continuous personal and professional development plan and show performance management objectives that tie into this. 6. Ensure a robust Performance Management appraisal process and a five-year plan to bring all teaching to outstanding. 7. Staff share best practice and a culture of appreciation and openness, which allows risk taking, builds trust, encourages reflection, and grows resilience. 8. Attract and retain outstanding staff, teachers, and exceptional Early Career Teachers

9. We recognise future leaders and have a strong succession plan
--

Three

To encourage parental, church and all stakeholders to engage in delivering the best learning and experience for the children of St John's and enabling them to take our core Christian values into the wider community. - *"For where two or three come together in my name, I am there with them" Matthew 18: 20*

What do we need to do to achieve this? (objectives)
1. Engage stakeholders in supporting children with homework and extra-curricular activities. Communications and parental/ carer engagement events to be increased as and when appropriate. 2. Maximise the attendance of stakeholders at school led community events. 3. We develop relationships with new stakeholders to enhance the learning and experience for children at St. John's. 4. We maintain our reputation as a school that embraces its Christian ethos and links to St Peters Church.
How will we know we have achieved it (measures)
1. Increase in parental confidence in supporting children with their learning (use "parental voice" survey to gauge confidence and how to help build this) 2. More than 90% of carers of disadvantaged pupils to attend carers consultations. 3. For annual audit to show that school website is legislative. 4. All stakeholders are considered when decisions regarding the school are made. 5. All stakeholders are regular invited to services at St Peters Church led by St John's pupils and staff.

Four

To consider, global, national, and regional issues likely to impact on the school. - *"Through him God made all things; not one thing in all creation was made without him" John 1: 3*

What do we need to do to achieve this? (objectives)
1. We focus on environmental, sustainable decisions whilst considering the Greener Governance Pledge. 2. Use available resources to "horizon scan" for issues that the school needs to be aware of, decide on, or prepare for. These may include: - o National and local benchmarking for achievement and progress under the national curriculum/SATs - o National Academy Agenda - o National perspectives on effective governance 3. Allocate time within full governor meetings and committees to discuss. 4. Collaborate with local cluster diocese, Local Authority to keep abreast of developments as staff and governors.
How will we know we have achieved it (measures)
1. Governor meeting minutes reflect that key national and local issues have been considered and addressed by governors with timely decisions and implementation plans as appropriate. 2. Attendance at meetings with LA, cluster schools and diocese. 3. Appoint an Eco-Governor 4. Develop a Green Plan in line with National Guidance based upon the "4 Cs" (Campus, Curriculum, Community, Culture)

Five

To maintain the secure financial health of the school with excellent infrastructure and resources as an enabler to learning. *"And with all his abundant wealth through Christ Jesus, my God will supply all your needs."* - *Philippians 4: 19*

What do we need to do to achieve this? (objectives)
1. Annual benchmarking of best practices against other schools. 2. Pupil admission number and Number on roll reviewed on annual basis. 3. Question all current bought back, facility, and utility contracts at the point of renewal. 4. Annual landlord review of current buildings/facilities/classrooms/common areas 5. Look at future demands to develop strategic plan for school – buildings/infra-structure/equipment 6. Maintain depth of Governor training
How will we know we have achieved it (measures)
1. To set an annual budget that ensures a surplus of no more than 5% at the end of a rolling 3-year period. (N.B this means that in years one and two the budget set can see a carry forward of more than 5% of the budget). 2. At the end of the financial year the actual spend should reflect the budget set at the beginning of the year to within 5%. Any discrepancy away from this will need to be explained to governors. 3. Any Governor discussions and decisions to consider and review the future plan to be in the minutes. 4. CPD record shows that governors attend training with Governor's skills matrix informed by skills and financial annual audits identifying continuous professional development training needs. 5. School has a strategic plan with key areas or projects identified and budgeted for. 6. Resources work – less down time achieved through responsiveness to fixing. Down time monitored and demonstrate active steps for resolution of issues. 7. Staff and teams work productively within their budgets – annual report to governors on distributed budgets. 8. Any issues to do with cleaning and health and safety monitored and addressed. Issues and action taken logged.

Six

To ensure that all members of our school community can maintain positive emotional well-being and mental health so that they can live happy and fulfilled lives, have high aspirations, and achieve the best possible outcomes for all children. *"Be generous, and you will be prosperous. Help others, and you will be helped"*
Proverbs 11:25

What do we need to do to achieve this? (objectives)
1. We promote positive social and emotional well-being, mental health, resilience and wellness for students, staff, and the wider community. 2. We increase awareness and understanding among SLT, staff, students and parents /carers of issues surrounding mental health. 3. We detect mental health issues and support both young people, family, and staff at the earliest possible stage.
How will we know we have achieved it (measures)
1. Children have access to a welfare assistant. 2. Wellbeing training opportunities promoted and made available for staff. 3. SLT open door (approachable) policy for staff and students 4. Robust, wide ranging PSHE programme delivered through lessons, collective worship, and citizenship programmes 5. Encourage self-esteem and self-assertiveness, through the curriculum