

St John's



CE ACADEMY

SJO WAY

WHAT WE BELIEVE AND HOW WE DO THINGS HERE



'We are only persons with each other; our humanity is 'co humanity', inextricably involved with others, utterly relational, both in our humanity and our shared life on a finite earth'.

The Church of England Vision for Education

Our Vision

Inspiring Life in All Its Fullness

At St John's, our distinctive Christian Vision and Values guide everything we do and are visible across all aspects of school life, shaping how we lead and teach, communicate and connect, care for others, and develop character. We are an inclusive community that warmly embraces people of all faiths and none, ensuring that everyone is treated with dignity, compassion, and respect.

"We aspire for every individual to grow in wisdom and character, to flourish in our vibrant community, to fly beyond expectations, and to 'live life in all its fullness" (John 10:10)."

Courage, Kindness, and Respect are the core values that unite us, shaping how we interact with pupils, collaborate as colleagues, and engage with parents and the wider community. These values are lived out daily in the language we use, the choices we make, and the relationships we build. Creating a calm, caring, and purposeful culture where every child is known, valued, and encouraged to do their best.

Collective Worship shapes the rhythm of school life through daily moments of stillness and reflection. It is invitational and inclusive, enabling pupils of all faiths and none to engage meaningfully. Through these shared moments, and across the curriculum, pupils explore faith, moral purpose, and spirituality by connecting with themselves, others, and the wider world.



Our Leadership

One School, One Journey

At St John's, we are one school (age 2 - 16) across two sites. We collaborate across phases, so pupils experience a seamless journey with consistent support, shared values, and the same high expectations at every stage. Every decision is tested against its impact on the whole 2 – 16 journey.

Our core focus is on high-quality teaching and strong achievement and outcomes for all learners. We build solid EYFS foundations, take an-evidence informed approach, and review our practice regularly to ensure clear and measurable impact.

Leadership at St John's is rooted in strong relationships. Kindness, courage, and respect shape how we serve pupils and colleagues. Leadership is understood as a shared endeavour, with capacity built by empowering colleagues at every level to lead, take ownership, and shape improvement across the school. System leadership is modelled through the sharing of expertise and collaboration to support other schools within and beyond the trust.

We invest in people through high-quality professional development and collaboration, while protecting wellbeing through well-designed systems, sustainable workloads, and a culture that makes St John's an enjoyable and rewarding place to work.

As a growing school, we prioritise recruitment, retention, staff well-being and succession planning, working transparently with our Governing Body to ensure strong oversight and clear accountability. We evaluate impact with honesty and curiosity, learning from evidence and experience to refine, sustain, and strengthen all that we do.

We act as one unified team, where every second of a child's education counts and every action has purpose.

"Pupils experience a seamless journey with consistent support, shared values, and the same high expectations at every stage."

Our Priority Groups

Promoting Dignity, Inclusion, and Belonging

At St John's, we recognise that some children face greater barriers, but we never see these as limitations. Every pupil is entitled to the same high-quality teaching, the same ambitious curriculum, and the same belief in their potential to grow, flourish and fly.

Equity is everyone's responsibility. We close gaps through quality-first teaching, clear communication, targeted support, and strong attendance and pastoral systems. We foster belonging and provide wider experiences that pupils may not otherwise have had, ensuring every child is known, valued, and supported.

Inclusion is planned from the outset, with lessons and routines designed to anticipate diverse needs so all pupils can access learning from the start. We hold high expectations for every child and believe that strong, evidence-informed teaching is the most powerful form of support. Calm, predictable environments are created where belonging drives progress and success.

We make learning accessible by default and adapt precisely and proportionately. Labels may inform our understanding, but they never define the learner. We respond quickly when barriers appear, using feedback and timely intervention to prevent small gaps from becoming long-term barriers.



In practice, we remove barriers without reducing challenge, adapt provision without diluting ambition, and work in partnership with families to build confidence, dignity, and a lasting sense of belonging.

“Every pupil is entitled to the same high-quality teaching, the same ambitious curriculum, and the same belief in their potential to flourish.”

Our Curriculum

Developing Talents and High Aspirations in Every Learner



“This is a curriculum that values every student for who they are and who they can become.”

At St John's, we offer an academically rigorous and rich curriculum that nurtures a genuine love of learning. As an all-through (2–16) school, we secure a coherent journey and shared pedagogy; smooth transition from primary to secondary; and earlier access to specialist teaching and facilities. We set high aspirations in every area of education, ensuring each learner is known, challenged, and inspired to achieve their very best.

Our curriculum is coherent, purposeful, and inclusive, designed to develop **knowledge, skills, and success**. Pupils build deep understanding, develop transferable skills, and experience success that lasts. Learning takes place in calm, well-structured classrooms where **engagement and enjoyment** make working hard meaningful and rewarding. We nurture **ambitious, lifelong learners** who grow in independence and use knowledge well for themselves, others, and the wider world.

Our Connection

Our Sense of 'Co-Humanity'

At St John's, our understanding of spirituality is based on a relational model. We recognise that we are all inextricably connected to one another, and that these connections, grounded in kindness, compassion, and love, bring greater meaning to our lives and help us all to *live life in all its fullness* (John 10:10). We also acknowledge that, for some, this connection extends to a power greater than themselves.

Our starting point is the Church of England's Vision for Education, which reminds us that,

"We are only persons with each other; our humanity is 'co-humanity', inextricably involved with others, utterly relational, both in our humanity and our shared life on a finite earth."

This understanding of how we are connected through our many and varied relationships sits at the heart of our approach to spirituality and community.



We build a culture of connection where belonging is visible every day. A strong sense of **identity and unity** runs throughout the school, celebrating diversity and fostering mutual respect and shared responsibility within our community.

We invest in **living well together** by celebrating success, strengthening trust, and sharing joy through meaningful rituals, traditions and partnerships. This commitment develops **contribution and service**, as pupils take their

sense of belonging beyond school, caring for others and contributing positively to the wider world.

In doing so, we nurture a community where connection becomes contribution, and where every act of kindness strengthens the shared humanity that unites us all.

Our Communication

Clarity and Trust

At St John's, we recognise that every interaction shapes our culture, and that how we communicate matters as much as what we communicate. Our approach is grounded in empathy, ensuring every voice is heard, every message has purpose, and every person feels valued and informed.

We communicate clearly and consistently. Roles and responsibilities are unambiguous, supported by efficient, safe systems and routines. Our website and digital channels provide up-to-date, accessible information. In daily interactions, we model a positive, respectful communication, so **clarity** builds confidence and **culture** builds trust.



As relationships deepen, we nurture **voice and partnership**. We celebrate staff, elevate student voice, and engage families in genuine dialogue, fostering shared ownership and a real sense of a school community. Communication is human and responsive, anchored in mutual respect and driven by a shared commitment to our pupils' success.

We engage our community, celebrate achievement, and showcase the character of our school, strengthening our **influence and reach**. Visible student ambassadors and strong community partnerships build pride within the school, attract new families and staff, and extend our positive reputation beyond it.

"We aspire to strengthen the connections that make St John's a community where everyone feels informed, involved, and inspired."

Our Care

Supporting Wellbeing and Growth

At St John's, care is at the heart of our culture. We believe that when people feel safe, valued, and included, they thrive both personally and professionally.

We are a community where diversity and authenticity are seen as strengths. We promote equity, inclusion, and respect in every aspect of school life, ensuring all pupils and staff feel valued, empowered, and able to bring their whole selves to our shared work.



"We are stronger not in spite of our differences, but because of them."

We build this culture through unwavering **care and consistency**, establishing clear routines, calm spaces, and visible leadership that make our environment safe, predictable, and supportive for all. **Belonging and relationships** are strengthened through warm, welcoming interactions, mutual respect, and genuine partnerships with families and colleagues, where kindness, encouragement,

and high expectations go hand in hand. Finally, we act with **targeted support** when needed, identifying needs early and responding with compassion. When challenges arise, we balance firm boundaries with restorative approaches to help pupils and staff reset, repair, and succeed.

Together, we create a community where care is seen, felt, and lived every day, so that everyone who learns and works at St John's feels safe, valued, and supported to thrive.

Our Character

Forming Character for Life

At St John's, who we are is just as important as what we achieve. We value academic success, but we also believe that, just as knowledge opens doors, character shapes how we use that knowledge so pupils become active, thoughtful global citizens.

We are champions of Courageous Advocacy which means every pupil can grow as an agent of change, speaking out against injustice and giving a voice to those who are unheard. This advocacy calls for both individual courage and collective hope, the belief that, together, we can work for the common good. It is not only something we teach but something we live. Every adult is expected to stand up for what is right, even when it is difficult, modelling this commitment and being ready to "speak up for those who cannot speak for themselves" (Proverbs 31:8).

Character is developed through **strong foundations** that teach courage, kindness and respect for others. Through **leadership, awareness and enrichment** opportunities we build responsibility, service and belonging. Lastly we ensure **aspiration and readiness**, giving pupils the ambition, independence and skills they need to thrive in life beyond school.

We aim for every pupil to leave St John's ready to use knowledge well, serve others with compassion, and lead with courage throughout their life in order to 'live life in all its fullness' (John 10:10).



"Courageous advocacy is about creating the confidence that we can make a real change in the face of some of the seemingly insurmountable giants the world faces."

Our Compliance

Doing the Right Things, the Right Way, Every Day

At St John's, compliance is an expression of our integrity. It's how we keep everyone safe, act responsibly, and build trust across our community. We see compliance not as a checklist but as a culture. One that safeguards pupils, supports staff, and sustains high standards in every aspect of school life.

Through **systems and standards**, we embed clarity and consistency into daily practice. Policies are lived, safeguarding is proactive, and responsibilities are clearly understood so that doing the right thing becomes second nature.



Strong **governance, capacity, and security** ensure transparency, accountability, and sustainability through effective oversight, careful resource management, and secure, well-maintained environments where people can work safely and confidently. **Accountability, improvement, and trust** underpin our approach to quality assurance, using evidence, reflection, and review to strengthen performance, manage risk, and demonstrate integrity in all we do.

"Creating a professional culture where pupils can learn, staff can thrive, and the whole community can have confidence in the systems, safety, and standards that underpin how we operate."

Thank You

Thank you for taking the time to read this document. We hope The **SJO Way** gives you a clear sense of what matters to us and how we do things here. If you are not yet part of our team, we hope this feels like the kind of place where you could bring your whole self and work with us in the future.

