

St John's



CE ACADEMY

THE ST JOHN'S 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 Christian Vision: Inspiring Life in All Its Fullness

At St John's CE Academy, our distinctive Christian vision and values guide everything we do. We aspire for each individual to grow in wisdom and character, flourish within our vibrant community, exceed expectations, and 'live life in all its fullness' (John 10:10). Rooted in a Christian ethos, our inclusive community warmly embraces people of all faiths and beliefs, ensuring everyone is treated with dignity and respect.

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. As reflected in the Church of England Vision for Education, 'the flourishing of the pupils goes along with the flourishing of the staff.'

We believe these values are essential for success, fulfilment, and happiness in an ever-changing and sometimes dispassionate and divided world: showing kindness and respect to others, especially those who are different, and having the courage to do what is right, even when it is difficult.

At the start of each term, staff reflect on how they embody these values, ensuring our decisions and actions are always aligned with our vision for the Academy.

Our Leadership: Nurturing an All-Through School

We are a single, all-through school for pupils aged 2 to 16. Although located on two sites, we share a fundamental belief in being one school where pupils and staff experience the same values at every phase, on both sites, at all times.

Our commitment is to work as one team, improving the life chances of all pupils every day. Leadership is shared across the school, with every staff member responsible for the growth and development of students throughout their journey. We are dedicated to:

- Collaborating across phases to ensure a cohesive learning experience, providing consistent support from early years to secondary, and maintaining high standards at every stage.
- Considering the impact of every decision on a pupil's entire school career, from ages 2 to 16.
- Working together with colleagues across all phases to ensure consistency, guided by our shared vision and values.
- Offering help, support, and kindness to colleagues on both sites, working as one unified team in our all-through school.

At St John's, every second of every experience counts, and everything we do has a clear purpose. We all share a core mission to improve the life chances of all pupils, helping them to 'live life in all its fullness.' This drives everything we do.

Our Community: Fostering Belonging and Responsibility

'Each school is to be a hospitable community that seeks to embody an ethos of living well together.'
Church of England Vision for Education

Our goal is to serve not only our students but also all family members across our wider community. We aim to make our school the heart of our growing community - a safe space where families can connect, learn, and build new relationships.

At St John's we believe that community is built through humility, service and stewardship, and every staff member is expected to contribute to our collective well-being. We ask that all staff play a role in making our school a focal point for recreational, social, and educational activities for everyone. In doing so, we aim to be a 'hospitable community that embodies living well together.' **Church of England Vision for Education**

What happens beyond our school grounds, within the wider community, also matters deeply as we continually seek the best ways to live well together.

Our Curriculum: Building Wisdom and Character

At St John's, who we are is just as important as what we achieve. We highly value academic achievement, but we also believe that just as knowledge improves life chances, effective character development ensures our pupils live out our core values in adulthood and become active global citizens. We are committed to nurturing talents in all areas of life, helping students appreciate who they are and who they can become. Building resilience and embracing challenges are essential to this growth, enabling both students and staff to learn from adversity.

Our curriculum is driven by three core principles: Curiosity, Discovery, and Creativity. These guide every aspect of curriculum design across our all-through school. We also integrate environmental education, fostering a sense of responsibility for the planet. Promoting sustainable practices within the school community, like recycling and energy conservation, is key to teaching students to be responsible stewards of the environment.

Our Advocacy: Promoting Character, Courage, and Inclusion

'Character education may be educating every child to be as well equipped to be a prophet as to turn a profit.' - **The Fruits of the Spirit.**

At St John's, we are champions of Courageous Advocacy. We believe all our pupils can grow as agents of change, speaking out against injustice and giving a voice to those who are unheard. This kind of advocacy requires individual courage and collective hope that together we can work for the common good, creating a community where others can flourish and fly.

Courageous advocacy is not just something we teach; it's how we act as staff. Every staff member is expected to stand up for what is right, even in challenging situations, modelling this behaviour and being ready to 'speak up for those who cannot speak for themselves' (Proverbs 31:8). Through this, we also strive to foster virtues such as integrity, compassion, and perseverance in our students, developing the qualities of character that enable people to flourish together.

Our Well-Being: Supporting Belonging and Growth

We deeply value a sense of belonging and work hard to ensure that all staff experience it, because people matter here. We believe that well-being and belonging are interconnected - when people feel safe, valued, and included, they thrive both personally and professionally. We strive to make this a place where staff feel safe and welcome, their contributions celebrated, and where everyone feels cherished.

We are committed to supporting every educator through professional development, mentorship, and collaborative learning, helping them grow and flourish in their careers, just as we encourage our students to do.

St John's is an inclusive school where diversity and authenticity are seen as strengths. We are committed to promoting diversity, equity, and inclusion in all aspects of school life, ensuring that every staff member, regardless of background, feels respected and valued. We believe diversity enriches our community, fostering creativity, innovation, and understanding. Our behaviours reflect this commitment, creating a fair and supportive environment for all. We are stronger not in spite of our differences, but because of them.

Our Spirituality: Fostering Connection and Purpose

At St John's, we understand spirituality as a recognition that we are all connected by a power greater than ourselves, grounded in kindness, compassion, and love. This connection brings greater meaning to our lives. Our approach to spirituality transcends any single faith or belief - it's about fostering a sense of purpose, shared humanity, and mutual respect for all.

We acknowledge that connection can take many forms:

- As a **friend** to another
- As a **member of a family**
- As a **learner** in a class
- As an **ambassador** for **St John's CE Academy**
- As a **leader** in the local community
- As a **citizen** of the United Kingdom
- As just one **global citizen** of almost 8 billion human beings

At St John's, we focus on making meaningful connections to something greater than ourselves. This inclusive view of spirituality helps us build a community where everyone's values and beliefs are respected, enriching our collective worship and shared experiences.

This understanding of spirituality is important to all of us, whatever our faiths and beliefs, and is central to our commitment to collective worship. As the Church of England Vision for Education reminds us:

Thank you for reading this document. We hope *The SJO Way* gives you a 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 complete self to work with us in the future.

Courage

Kindness

Respect