



GROW , FLOURISH , FLY

# ST JOHN'S CE ACADEMY

'LIFE IN ALL ITS FULLNESS'

JOHN 10:10

At St John's Academy, we aspire for every individual to **grow** in wisdom & character, to **flourish** in our vibrant community, to **fly** beyond expectations, & to 'live life in all its fullness' (John 10:10).

GROW			FLOURISH			FLY		
We want all members of our community to grow into:			We want all members of our community to flourish through:			We want all members of our community to fly as:		
Confident, curious and aspirational learners 	Individuals who develop confidence, character and integrity 	Reflective individuals with a strong sense of purpose 	Active and meaningful membership of our growing community 	Social collaboration rooted in our core values of courage, kindness and respect 	Spiritual growth, embracing awe, wonder and joy as we explore meaning in the world 	Creative and independent thinkers with a lifelong love of learning 	Confident and aspirational individuals who embrace challenge and savour adventure 	Compassionate citizens and future leaders of their local community and the wider world 

RESPECT	COURAGE	KINDNESS
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CURRICULUM	CONNECTION	COMMUNICATION	CARE	CHARACTER	COMPLIANCE
<p><i>Ambition &amp; Lifelong Learning , Engagement &amp; Enjoyment , Knowledge, Skills &amp; Success</i></p> <ul style="list-style-type: none"> <li>Habits of Success</li> <li>Purpose &amp; Structure</li> <li>Priority Groups</li> <li>Reducing Cognitive Load</li> <li>Explicit Instruction</li> <li>Literacy &amp; Communication</li> <li>Checking &amp; Adapting</li> <li>Practice &amp; Transfer</li> <li>Assessment &amp; Feedback</li> <li>Stretch &amp; Challenge</li> <li>Real-World Application</li> <li>Christian Ethos</li> </ul>	<p><i>Contribution &amp; Service , Living Well Together , Identity &amp; Unity</i></p> <ul style="list-style-type: none"> <li>Connection as an Everyday Practice</li> <li>Positive Home-School Relationships</li> <li>Whole-School Celebrations</li> <li>Equality, Diversity &amp; Inclusion</li> <li>Cross Phase Relationships</li> <li>House System</li> <li>School Traditions, Rituals &amp; Events</li> <li>Friends of St John's</li> <li>Business Lettings</li> <li>Inter-School Partnerships</li> <li>External Volunteers</li> <li>Business Friends</li> <li>Community Organisations</li> <li>Global Citizenship &amp; Partnerships</li> <li>Alumni Connections</li> </ul>	<p><i>Influence, Identity &amp; Reach , Voice &amp; Partnership , Clarity &amp; Culture</i></p> <ul style="list-style-type: none"> <li>Critical &amp; Emergency Communication</li> <li>Student Recruitment &amp; PR</li> <li>Staff Recruitment &amp; PR</li> <li>Student Communication</li> <li>Internal Communication Systems &amp; Workflows</li> <li>Staff Meetings &amp; Communications</li> <li>Templates, Standard Documents &amp; File Storage</li> <li>Parent Communication</li> <li>Website, Social Media &amp; Digital Presence</li> <li>Complaints &amp; Resolution</li> <li>A Common Language</li> <li>Marketing, Branding &amp; Logos</li> <li>Family learning &amp; Workshops</li> <li>Student Representation &amp; Ambassadors</li> <li>Media, PR &amp; Community Relations</li> </ul>	<p><i>Targeted Support &amp; Future Success , Belonging &amp; Relationships , Care &amp; Consistency</i></p> <ul style="list-style-type: none"> <li>Safeguarding Systems &amp; Vigilance</li> <li>Transitions &amp; Vulnerable Points</li> <li>Behaviour &amp; Consequence Framework</li> <li>Behaviour Curriculum</li> <li>Role of Tutor &amp; Class Lead</li> <li>Attendance, Punctuality &amp; Readiness to Learn</li> <li>Rewards &amp; Recognition Systems</li> <li>Anti-Bullying &amp; Safe Relationships</li> <li>Pastoral Monitoring &amp; Review of Data</li> <li>Multi Agency Working</li> <li>Digital &amp; Online Safety</li> <li>Mental Health &amp; Student Wellbeing</li> <li>Physical Health, Nutrition &amp; Sleep</li> <li>Self-discipline, Emotional Regulation</li> <li>Conflict Resolution &amp; Restorative Practice</li> </ul>	<p><i>Aspiration &amp; Readiness , Leadership &amp; Awareness , Strong Foundations</i></p> <ul style="list-style-type: none"> <li>RSHE</li> <li>British Values &amp; Protected Characteristics</li> <li>SMSC Development</li> <li>School-Based Enrichment</li> <li>Student Leadership</li> <li>Student Governance</li> <li>Fixtures &amp; External Competitions</li> <li>Student Volunteering &amp; Service</li> <li>Educational Visits (Local, National &amp; Global)</li> <li>CCA &amp; S.H.A.P.E Awards</li> <li>Career Learning &amp; Gatsby</li> <li>Environmental Awareness</li> <li>Preparation for Adult Life</li> <li>Post-16 Pathways</li> </ul>	<p><i>Accountability, Improvement &amp; Trust , Precision, Capacity &amp; Security , Systems &amp; Standards</i></p> <ul style="list-style-type: none"> <li>Statutory Safeguarding Requirements</li> <li>Health, Safety &amp; Medical</li> <li>Governance</li> <li>Policy Framework</li> <li>Premises &amp; Estates</li> <li>HR, Recruitment, Induction &amp; Appraisal</li> <li>Admissions, In Year Transfers &amp; Personal Data</li> <li>Digital Systems &amp; GDPR</li> <li>Financial Management</li> <li>Procurement &amp; Contracts</li> <li>Risk Management &amp; Business Continuity</li> <li>Standard Operating Procedures</li> <li>Statutory Assessment</li> <li>Statutory Returns &amp; Reporting</li> <li>Public Sector Equality Duty</li> </ul>

CHRISTIAN VISION & ETHOS								
Vision & Values		Visible Culture & Ethos			Courageous Advocacy		Collective Worship & Spirituality	
LEADERSHIP & MANAGEMENT								
Staff Development & CPD	System Leadership	Achievement & Outcomes	Staff Well Being	Professional Culture & Adult Behaviour	School Improvement, Monitoring & Evaluation	Operations & Logistics	Evidence of Impact	School Growth Model
PRIORITY GROUPS								
Identification & Awareness	Targeted Interventions & Alternative Provision	Persistent Absentees	Pupil Premium	SEND Support & Provision	CwCF	Young Carers	EAL	