



## **St. James' CE Primary Academy Aims**

*Learning as a family in Jesus through Love, Hope and Forgiveness.*

- Our culture and ethos
- Our curriculum and teaching
- Our organisational effectiveness

### **School culture**

- To sustain the school's ethos and strategic direction towards outstanding in partnership with the governing board, DCAT and through consultation with the school community.
- To embed a culture where pupils experience a positive and enriching school life.
- To uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
- To promote positive and respectful relationships across the school community and a safe, orderly and fully inclusive environment.
- To ensure a culture of high staff professionalism and wellbeing.

### **Teaching**

- To establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed research based understanding of effective teaching and how pupils learn.
- To ensure teaching is supported by high levels of subject expertise.
- To ensure effective formative assessment.

### **Curriculum and assessment**

- To ensure an ambitious, well - structured and coherent curriculum which sets out the knowledge, skills and values that will be taught.
- To maintain effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities.
- To ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics through Twinkl phonics scheme and early reading.
- To ensure valid, reliable and proportionate approaches are used when assessing pupils.

### **Behaviour**

- To have high expectations for pupils' behaviour, built upon relationships, rules and routines (Ready, Respectful and Safe) which are understood clearly by all staff and pupils in accordance with the school's behaviour policy.
- To ensure that adults within the school model and teach the Christian values and therefore the behaviour of an outstanding global citizen.

### **Additional and special educational needs and disabilities (SEND)**

- To ensure the school holds ambitious expectations for all pupils.
- To create a culture and practices that enable pupils to access the curriculum and learn effectively.
- To ensure the school works effectively with parents, carers and professionals, to identify the additional needs of pupils, providing support and adaptation where appropriate.
- To ensure the school fulfils its statutory duties under the SEND code of practice.

## **Professional development**

To inspire staff to continue learning and developing professional skills, by ensuring staff have access to high-quality, sustained professional development opportunities.

To prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the standard for teachers' professional development.

To ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning.

## **Organisational management**

To ensure the protection and safety of pupils and staff through effective approaches to safeguarding

Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.

To ensure staff are deployed and managed well with due attention paid to workload.

To establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently.

To ensure rigorous approaches to identifying, managing and mitigating risk.

## **Continuous school improvement**

To identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement.

To develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context.

To ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.

## **Working in partnership**

To forge constructive relationships beyond the school, working in partnership with parents, carers and the local community.

To work successfully with other DCAT and local schools and organisations in a climate of mutual challenge and support.

To create working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.

## **Governance and accountability**

To understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility.

To create professional working relationships with those responsible for governance.

To ensure that staff know and understand their professional responsibilities and are held to account.

To ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.

## **Sustainability**

To develop an environmentally and sustainable travel plan to minimise our carbon footprint.

To create a green space for outdoor learning and encourage wildlife and biodiversity.

To develop Beach school and educate others to 'leave only footprints' and also effectively use our local natural assets.