



St John's C of E Primary Academy Staffing Policy – The Spiritual Ethos

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Key Personnel

Principal: Sarah Cockshott

Chair of Governors: Fr Roger Gilbert

Mission Statement:

Our key Christian Values which our patron St John the Baptist taught us are:

G- Generosity
E-Endurance
T- Tolerance
F- Forgiveness
A -Ambition
B- Belief

Values and Our Spiritual Ethos:

Our faith in God is reflected in our school, creating a Spiritual Ethos where we:

F – Focus on the positive, the promises of God.
A – Always encourage your-self, staff and other pupils.
I – Imagine God doing something good, having a spirit of optimism.
T – Trust God always, encouraging relationships based on trust in school.
H – Hope for the best, having high expectations that see the best in others.

Aims

At St. John's C of E Primary Academy we are enthusiastic learners with a thirst for knowledge and a desire to challenge ourselves, be able to persevere, respect one another, be polite, confident and considerate and believe in God and ourselves to achieve our goals.

St. John's C of E Primary Academy will work in partnership with both staff and parents to support the school's ethos and values. Parents will be welcomed and invited to take an active role in school life.

We build on this relational ethos by:

1. Giving a high status to RE and Collective Worship.
2. Carrying out practical initiatives rooted in Jesus' teaching.
3. Identifying Christian values that Staff emphasise when teaching the curriculum and exemplify in the wider life of the school community.
4. Ensuring pupils experience, meet and understand people from different cultures and communities with different beliefs.
5. Providing opportunities for pupils to discuss questions of a spiritual nature, helping pupils understand and express their relationship with God.

Staff Responsibilities

The Governing body has a clear vision of building a school on firm Christian foundations, and seek to appoint teachers who will enthusiastically give of their best to help make that vision a reality by actively promoting the Spiritual Ethos of St John's CE Primary Academy. The responsibilities for Staff are to:

- Raise pupil awareness regarding the nature of a Church School.
- Encourage pupil *attitudes*, conduct and relationships in respect to the FAITH acrostic.
- Attend *assemblies* as timetabled, including taking responsibility for class assemblies where required.
- Provide opportunity for *Prayers*, stillness and reflection upon God's goodness in class e.g. before lunch and at the end of each day providing pupils with an opportunity for stillness and reflection.
- Celebrate pupils' RE/PSHCE work through class display. The Lord's Prayer and a Bible are displayed in each class for pupils to use.
- Teach the spiritual dimensions of each curriculum subject emphasising the awe and wonder of God.
- Impact the school community positively through planned opportunities for pupils to express God's love to others e.g. writing thank you letters to visitors.

Reviewed February 2017- R. Rudd

