



## **Our Christian Distinctiveness, Vision and Values and how it relates to the following Policies:**

- ❖ Capabilities Relating to Teachers Policy
- ❖ Grievance Resolution Procedures
- ❖ Induction Arrangements and Support Staff Probation Policy
- ❖ Recruitment and Selection Policy
- ❖ Equal Opportunities Policy
- ❖ Appraising Teachers Policy
- ❖ Appraising Support Staff Policy
- ❖ Moorland Federation Code of Conduct
- ❖ Wellbeing Policy 2021-23
- ❖ Dignity at Work Code of Practice
- ❖ Managing Allegations of Abuse Against Teachers and Staff Policy

Date of next review: November 2026

Approved by: Full Governing Body, Moorland Federation

Signed by: H Jenkinson/F Nicholson CoG

03/02/2022

## Contents

Our Church Values and Vision and Our Policy ..... 1

Our Church Vision and Values for our school: ..... 3

How this supports our policy creation and implementation: ..... 3

Our clergy are involved by: ..... 4





## Our Christian Distinctiveness, Vision and Values for our school:

### Values and Curriculum Intent Statement



Moorland Federation

Growing Together, Learning for Life

### Within the federation mission

#### St Dubricius CoE First School Mission:

To enable children and adults alike to understand the world around them and the talents within them through the guidance of Christian values, so that they can become fulfilled individuals and active, compassionate citizens.

**'Be the best we can be in the knowledge and love of God'**

*I have come that they may have life, and have it to the full. John 10: 10*

We aim to create, independent, creative and inquisitive learners who develop a love of learning to continue their journey with the confidence, and ability, to succeed in their future education. Through our interest led, experiences driven, curriculum our children are nurtured by all staff through the modelling and teaching of the values below underpinned by the school rules.



*Compassion* underpins the relationship with our children, our families, the church and community. *Compassion* teaches children to start to care and empathise with others which will lead in turn to greater **respect**. We teach them to believe and trust in themselves and use *courage* to make the right choices. This is also rooted in them understanding how to keep themselves and others **safe**. In order to be good learners able to **engage** well in school; we encourage *curiosity* and *creativity* which may lead to lead them to a belief and trust in God. In all that we do at St Dubricius we demonstrate to the children the *collaboration* needed to be part of community and instil a sense of place an 'belonging'. Over all we encourage

everyone in our school community to *persevere* in order 'be the best they can be' in all areas of their lives.

## How this supports our policy creation and implementation:

Our policy is devised with the consideration to our Christian Ethos. We aim to treat all staff with the understanding and kindness befitting of our values. Fairness and *compassion* underpins our approach supporting and developing staff, while giving each and every member of staff the respect they are entitled to, in the knowledge of God.

Our policy is implemented by supporting our Christian Distinctiveness and our vision and values by:

- ✓ Embracing the concept of *collaboration*, ensuring our staff to feel able to raise concerns, and that they will be dealt with in an understanding, measured way always with **respect**.
- ✓ We have high expectations of all members of staff, ensuring the children are put at the forefront of all we do. We will *persevere* to get the best for all the children, staff and families in our community.
- ✓ We wish all members of staff to have the *courage* to feel confident and able to seek support, with fair and robust systems in place to both support them and ensure the best outcomes for our children.
- ✓ A firm intention to ensure that each and every member of staff is given the opportunity to thrive in their profession and field. This is done through ample CPD opportunities, opportunities for *collaboration* across the federation and beyond, appraisal and most importantly, a genuine care and love and a wish for every person in our school and federation to reach their potential and goals to 'be the best they can be'.

## Our clergy are involved by:

Our clergy and Church wardens are really supportive of our school and aid the implementation of this policy through providing

- ✓ Spiritual support and guidance to staff in the school and wider federation
- ✓ Offer of council for all members of staff experiencing difficulties
- ✓ Day-to-day involvement in curriculum and collective worship delivery