** St Joseph’s Catholic Voluntary Academy’s Vision, Values, Ethos and Strategic Aims**

**Our Vision:**

* To provide educational excellence and success for all our pupils ensuring that no pupil is left behind but achieves their full, age appropriate, potential.
* To strive for that excellence through living and witnessing our Catholic faith knowing each other (staff, pupils and parents/carers) and maximising the Academy’s resources for the common good.
* To be a flexible organisation able to grow in size and expertise and manage change in response to the challenges set by government, the diocese and society
* To propagate our shared values and culture rooted both in the Catholic Faith and the British values of tolerance, responsibility, inclusivity, democracy and the rule of law.

**Our Mission:**

* To lead and support, in the spirit of Catholic Christian charity, the development of our academy to be the best it can be and by facilitating co-operation with the other academies in the Trust and sharing experience and expertise.
* To support and participate in the academy’s personal mission “With God’s guidance we love, learn, respect and forgive”

**Our Values:**

* Placing pupil attainment and developing outstanding teaching as twin priorities for success.
* Insisting on the highest level of safeguarding and protection for our pupils and staff in our academy with the governors taking a positive role in monitoring compliance.
* Placing pupils’ personal, social and spiritual wellbeing through positive teaching programmes; insisting on adherence to the academy’s mission and catholic ethos at all times; promoting a healthy lifestyle.
* To ensure the disadvantaged, whether through special needs, disability or deprivation have access in our academy to the academic support and services they need to help overcome their difficulties.
* Maintaining the catholicity of our academy with a chaplaincy service, high quality RE, and a Christian ethos as expressed in the mission statement.
* Promoting high quality leadership and governance through training, continuing professional development of school leaders and the recruitment of governors with the required professional skills and experience.
* Identifying and developing potential and aspiring teacher leaders at middle and senior levels and developing pathways for progression for staff.
* Ensuring access to quality training for all grades of staff and governors in our academy.
* Being open to change and proactive in development.
* To be an inclusive academy where diversity is welcomed and celebrated.

**Principles of Academy Strategic and Operational Management:**

Driving school improvement and ensuring pupil safety and welfare

Openness and transparency maintaining communication between all stakeholders.

Developing strong leaders at all levels of the academy able to both support and challenge as necessary.

Ensuring accountability

Financial probity

Strong governance at Local Board level

Accepting and contributing to the strategic leadership of the Multi Academy Trust Board

**How do we achieve our Vision, Mission, Values and Principles?**

In order to achieve our aspirations the leadership of the academy (the Governing Body, Headteacher and Senior Leadership Team) turn to three strategic documents produced between them to clearly identify priorities for development and identify resources for those developments and timescales for them to be achieved.

These documents are works in progress as they progressively move the processes of achievement forward. They are refreshed annually as developments are achieved and new priorities identified.