



OUR VISION – ‘BE NOT AFRAID!’

Our motto is ‘Be Not Afraid’. St. John Paul II used these words of Jesus to encourage all Catholics in the modern world when he stood on the balcony of St. Peter’s immediately after his election as Pope in October 1978.

The schools in the St. John Paul II Multi-Academy will be inspirational, academically rigorous and innovative, achieving standards of excellence in all settings, supported by exceptional, talented and caring staff who reflect the love of Jesus Christ. We seek to assist parents and guardians by educating our young people so they live happy lives, flourish in our society concerned for others before themselves. The Board of Directors of the SJPPIMA place the highest priority the following key principles:

Catholicity – all we do is to further the greater glory of God

Solidarity - we are all responsible for each other

Subsidiarity - allowing people to be able to contribute to decision-making at all levels.

Accountability – for the best possible pupil outcomes in all our schools with the aim that young people in our schools maximise their potential

OUR VALUES

The values of **Jesus Christ** underpin everything we do. These **gospel values** emanate from **love and service** and are fundamental to all we do. These values represent the set of standards under which all of us in the St. John Paul II Multi-Academy work, and against which our performance will be assessed and rewarded. We aim to assist our young people to find their **vocation(s)** in life

Service and Sacrifice

We **serve** our young people making sure we set an example of **sacrifice** so that they are at the centre of all that we do

Tolerance and Peace

We **encourage our young people to be tolerant** as we celebrate of the diverse nature of society whilst seeking **peace** in order to be children of God. All are welcome in the SJPIIMA.

Faith-filled and Intentional

We aspire to be **full of faith** in our relations with others and with God; being **intentional** at all times so that we are fair, ethical and open in all we do

Learned and Curious

We use our energy, skills and resources to help form **learned** and **curious** young people who will work hard to have as many life chances as possible.

Hopeful and Resilient

We will encourage all to be **hopeful**. Instant success may not come as easily to all so we encourage our young people to be **resilient**.

Purity and Holiness

We **want our young people so that they are pure** in heart; living a spiritual life of **holiness**.

Respect and Truth

We **respect** and value those we work with and the contribution that they make. We are **truthful** in what we say about ourselves and others in the pursuit of justice.

Forgiveness and Mercy

We **forgive** others and oneself so demonstrating to our young people the **mercy of God’s love**. Jesus teaches us that we can always start again.



STRATEGIC PRIORITIES 2018-2020

PRIORITY 1: THAT THE FUTURE OF CATHOLIC EDUCATION IS THRIVING IN THE CATHOLIC LIFE OF OUR SCHOOLS

The SJPIIMA celebrates this exciting challenge of and will actively welcome other schools in the interest of reaching an optimum capacity. We will look outward towards our family of Catholic schools and ensure that they are not working in isolation. We will work together to deliver school improvement, leadership succession, talent spotting and expert governance to promote strengthen Catholic Life for young people between 3 and 18 years old.

KEY PERFORMANCE INDICATORS

- That SJPIIMA is at the forefront of developing an **outstanding Catholic Life**. the key mechanism to ensure this is the development plan of the **Catholic Life Group**. This includes building further **links** with our **local parishes**.
- The **further establishment of a St. John Paul II Multi-Academy** by confirming/affirming our founding gospel values. Our young people, parents, staff, and leaders engage fully with these values and apply them to all aspects of their life within the SJPIIMA.
- New partners have confidence and clarity about what it means to be part of the SJPIIMA.
- That expertise and resources are shared and jointly developed to provide the best possible spiritual, educational and enrichment opportunities for pupils, students, staff and wider stakeholders. This to be known as a **SJPIIMA Guarantee** for all pupils in all schools.
- **Future leaders** are identified and encouraged with the provision of development routes and opportunities – good staff are developed utilising our own **Teaching School** for training.
- SJPIIMA positively contributes to **diocesan and national strategy/activity** around **securing** and **improving** Catholic education.

PRIORITY 2: TO DEVELOP A FIRST CLASS CATHOLIC EDUCATION IN AN EXPANDED SJPIIMA SO THAT WE STRIVE TO PROVIDE THE BEST POSSIBLE OUTCOMES FOR OUR YOUNG PEOPLE.

Through embedding collective responsibility, we will continue to improve outcomes for all young people in order to realise the key priorities of the academy all committees will work to complement the work of the Vice-Principals who drive the teaching and learning agenda.

KEY PERFORMANCE INDICATORS

- The **highest standards** of attainment and progress to ensure that **Assessment** and moderation of it is **aligned** and **robust**.
- **Triangulation of Data**, monitoring and analysis is **reliable** and **effective**.
- The **academic progress** of pupils is **well above** the average when compared nationally or with similar schools. Support for staff to ensure this significant progress are identified and **high quality support** (internal/external) is **targeted** when needed.
- The impact of **excellent practice** is identified swiftly and disseminated.
- **Pay and appraisal** is clearly linked to outcomes for pupils.
- The continued development of our young people into **independent confident learners** – this to be monitored internally/externally. The measure of this is to make the quality of all teaching, learning and assessment **outstanding** by **engaging** and **challenging ALL** students.



PRIORITY 3: PROVIDE LEADERSHIP AT ALL LEVELS THAT IMPROVES PUPIL OUTCOMES AND THE SCHOOL ENVIRONMENT.

SJPIIMA will ensure that strategic leadership will be the best it can be by strengthening partnerships and sharing good practice which will impact school and academy improvement.

- Making sure that the **Leadership, Governance and Workforce Map** of the multi-academy becomes **a reality** and is reviewed in order to further the vision and values of the SJPIIMA.
- **Governors** and **Directors** are **trained** and **informed** so that their **strategic leadership** of the SJPIIMA is the **best** it can be. External review of the new Articles of Association and Scheme of Delegation documents which will provide enhanced authority and accountability for all leaders in the school.
- That we plan **for pupils to be leaders** in all our communities,
- That the **views of all stakeholders** are taken into account when planning for the future and that this is reflected in **improvement plans**.
- **Creating and strengthening partnerships** with **other schools** and agencies in order that the SJPIIMA learns from **best practice**.
- **Realising best-value** by sharing and developing assets, resources and using economies of scale. This includes the **further creation of SJPIIMA joint provision teams** in order to have better control of services and value for money.
- The values of the SJPIIMA are reflected in **school improvement planning** and are **benchmarked** with other schools.
- **Risks and areas of concern are identified early** and interventions to **resolve issues** are put in place swiftly and routinely monitored for impact
- That **staff** are fully-briefed, **valued** and feel they have a part to play in the delivering the vision of the SJPIIMA – that there is a **culture of opportunity**. Vacant staff positions are sought after due to our **excellent reputation as an employer**.
- There is **succession planning** for key roles within the SJPIIMA.
- **Staff** know how to **communicate with the governance** of the SJPIIMA and are clear on policies and procedures in place to support them – a developed **Staff Consultative Committee**.
- Working with key staff **to include maximising revenue** from lettings, the local community, grants, external sources of funding and the work of the Teaching School

“The mission of the Catholic school is the integral formation of students, so that they may be true to their condition as Christ’s disciples and as such work effectively for the evangelization of culture and for the common good of society.” St. Pope John Paul II (1920-2005)

