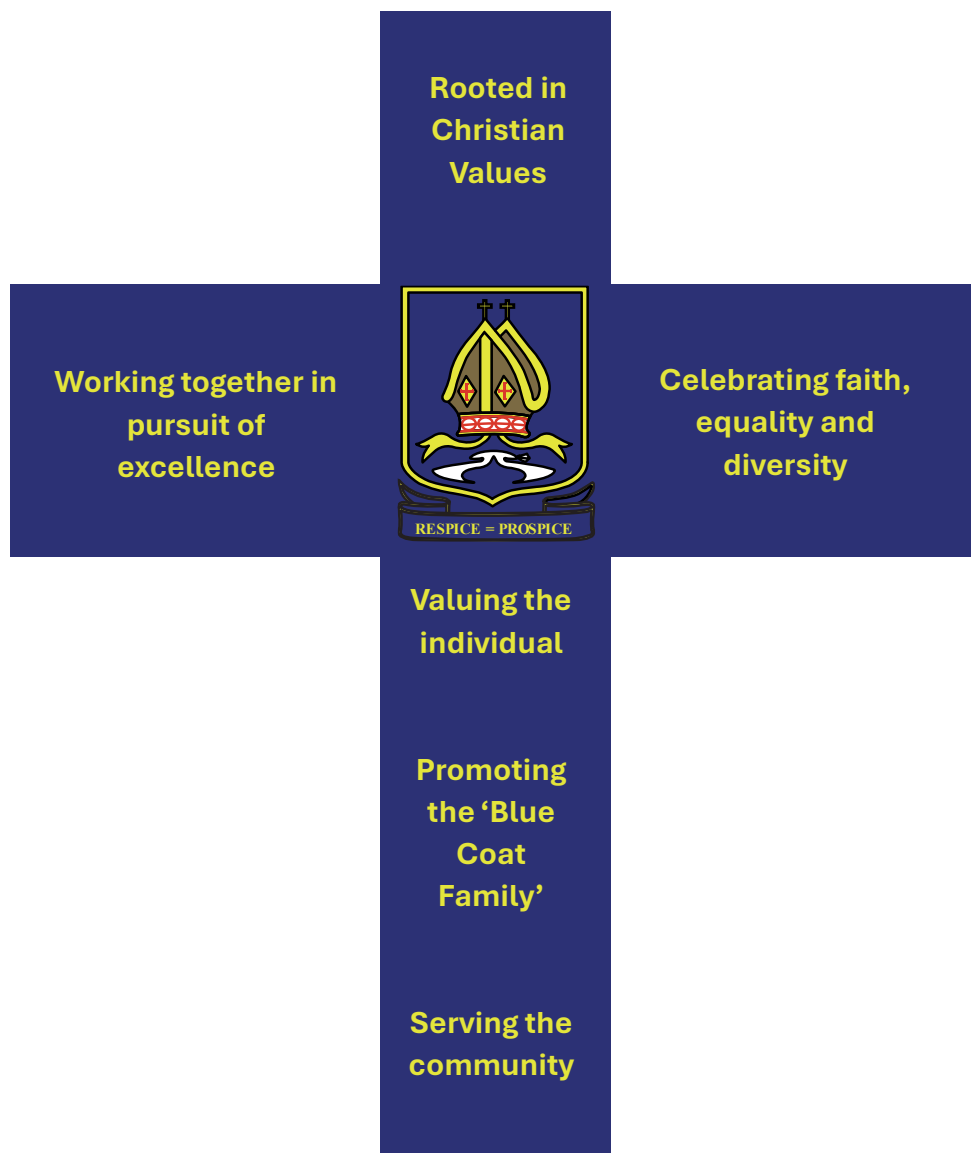


PEOPLE STRATEGY

Flourishing Together



“Flourishing adults have a clear sense of vocation, with a clear vision for education and shared moral purpose for the transformation of the communities that they serve.”

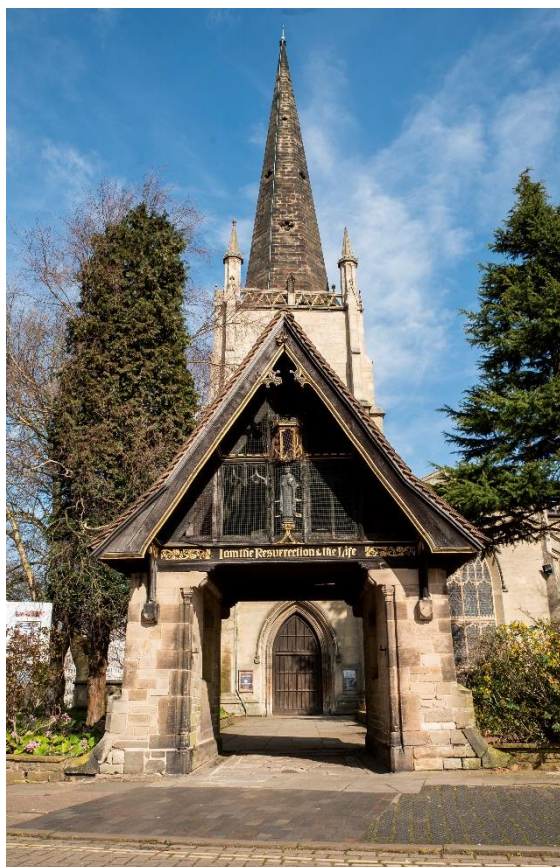


At Blue Coat Church of England Academy, we live out our school motto *Respice Prospice (Look Back, Look Forward)* by establishing the 'Blue Coat Family' as a harmonious learning community grounded in the distinctly Christian values established in biblical teaching and the foundation of the school through its' long and proud history. A strong Christian ethos underpins all the work of the Academy with a strong emphasis on developing faith, including for those who are not from a Christian background. Five key values underpin the school's ethos and all aspects of its work: wisdom, endurance, service, kindness and hope. Every member of the school community is encouraged to develop, flourish and achieve, and to become full contributors to society as confident, learning, adaptable and caring individuals.

The people who work at Blue Coat Church of England Academy are our most important and valuable resource. They provide the wisdom, expertise, dedication and commitment to ensure that every child flourishes and has the opportunity to fulfil their potential. The 'Blue Coat Family' is mutually supportive and provides an environment where children and adults are valued, appreciated and cherished. We celebrate as a whole school community on a weekly basis, joining together in an assembly at St. Matthew's Church.

The school plays a central role in the community, working closely with a range of partners including other local schools, Leadership Edge, PiXL, NSLN (National Secondary Leader Network for Church of England Schools), West Midlands Police, and Walsall F.C.

It is important that our workforce has a vision and values which are aligned to those which are well rooted and established within our Academy. Our people strategy is designed to establish a clear sense of purpose and direction which builds a shared understanding and belief in our shared, common purpose.



AIMS OF OUR STRATEGY

**Recruiting and
retaining
the best people**

**Promoting
flourishing
communities**

**Nurturing
Talent
and Realising
Potential**



"There's a sense of belonging and a strive towards a shared goal of giving the absolute most to our children that have the least, by being their educational support, their moral guide, and their biggest cheerleaders."

Blue Coat Church of England Academy Teacher

Recruiting and retaining the best people

Recruiting and retaining the best people

We will:

- ◆ Run smooth, professional recruitment processes
- ◆ Actively plan for growth, development and succession
- ◆ Clearly defined development pathways for staff
- ◆ Recognise and reward the efforts of employees

Nurturing Talent and Realising Potential

Nurturing Talent and Realising Potential

We will:

- ◆ Develop and provide the highest quality professional learning
- ◆ Support and develop governance
- ◆ Afford opportunities to share their expertise
- ◆ Lead local networks within National programmes

Promoting flourishing communities

Promoting flourishing communities

We will:

- ◆ Actively live our Christian values and promote a harmonious community which celebrates diversity
- ◆ Consider the wellbeing of our staff and take opportunities to reduce workload
- ◆ Listen to our staff and act on their feedback
- ◆ Share successes and opportunities through in-house communications.
- ◆ Uphold our clearly defined expectations and values

AN EMPLOYER OF CHOICE

Staff Development

Commitment to high quality CPD with nationally recognised trainers and providers
Active engagement with respected educational consultants and coaches
Partnerships with local and national training providers including Manor Teaching Hub, Teach First
Engagement in established development programmes, such as the Education Endowment Foundation and Teach Like a Champion programmes
Operation of Teaching and Learning Communities focussing on peer-to-peer support
Active participant in Walsall's Priority Education Investment Area
Membership of national organisations – PiXL (Partners in Excellence), National Secondary Leaders Network.
Host of annual R.E. Teachers conference in association with R.E. Today
Commitment to proactive induction, probation support, talent management and succession planning
Organisation subscription to National College which allows all staff to access a wealth of training and learning opportunities

Progression & Opportunities

Opportunities to grow and develop within roles and through promoted roles and responsibilities
Organisational commitment to coaching
Support for active participation in National Professional Qualifications (NPQs) and continuing academic study
Clear and inclusive programme for appraisal
In-house programme for Early Careers Teachers (ECTs) alongside Ambition Institute

Family Ethos & Culture

Considerate employer rooted in Christian values and moral leadership
Inclusive community which celebrates cultural diversity
Family Friendly policies
Opportunities for flexible working
Strong pastoral care
Commitment to worship and prayer
Celebration events, staff praise and recognition
Proactive links with St. Matthew's Church and other Diocesan schools

Additional Benefits

Staff Wellbeing Day
Free, independent and confidential Employee Assistance Programme (Health Assured)
Free Flu vaccinations available to all staff
Commitment to establish a safe and productive work environment for all staff
Competitive salaries
Commitment to pay portability
Local Government and Teachers' Pension Schemes
Sick Pay



SUCCESS MILESTONES

Students enjoy school and are happy

High student attendance

Positive relationships

Oversubscribed in all year groups

Strong and established reputation within the local community

High staff retention

Low staff absence

Proactive, responsive recruitment minimises vacant posts

Strong academic outcomes

Positive external validation through Ofsted and SIAMs

Positive response to stakeholder surveys

Increasing diversity within all roles in school

Open door policy

Organised opportunities to consult, praise and reward

Positive responses to exit surveys

POLICIES

Respice – Prospice

Looking Back – Looking Forward

Our policies are underpinned by our lived Christian values. Key policies help to define how we support our workforce. Central to our policy development are biblical teachings and our five key values:

Wisdom

- Our policies are underpinned by research, evidence and best practice.

Service

- Our policies serve the needs of our school and the wider community.

Endurance

- Our policies recognise the challenges and demands of working in a school.

Kindness

- When developing policies, procedures and processes, the impact on people is carefully considered.

Hope

- Our policies and working practices are based on the fundamental principle, rooted in the Christian faith, that we have the strength, resilience and conviction to face the wide variety of challenges which working in a school presents.

Policies with links to the People Strategy include:

- Code of Conduct
- Whistleblowing
- Appraisal
- Pay
- Disciplinary
- Capability
- Grievance
- Equality

Thank you to Matthew Parris, Minster Trust for Education for his support and guidance when developing this strategy.