

# Christ Church & Holy Trinity Primary Schools Induction of New Staff



Christ Church & Holy Trinity has a very strong ethos and clear expectations of all it's staff, be they permanent, temporary or contracted to work in the school. We are all here for one reason, the children we teach.

## Our Christian Vision

**In the Parable of the Sower, Jesus Christ tells us that God is like a generous farmer and we are like the soil in which he plants his seeds. At Christ Church and Holy Trinity Schools, we are learning how to be good soil, so that we grow to love God, our neighbour and ourselves and thereby enable every member of our community to flourish. Each day, we endeavour to face up to all that challenges our growth, in order to see with our eyes, hear with our ears and understand with our hearts God's Good News for the world and to cultivate the virtues with which to produce an abundant harvest.**

## Our Mission

**Christ Church & Holy Trinity Schools are dedicated to providing a nurturing environment in which all children have the opportunity to reach their maximum academic and social potential. Excellent teaching, learning and relationships are at the heart of our schools.**

When joining the school, we aim to support new staff, so that they can feel a part of the team very quickly. We have excellent retention of staff and we believe that is because staff feel valued and that they can contribute fully to the aims of the school.

We provide a variety of levels of induction, support and training. These vary with each individual and depend on skills, needs and circumstances.

Induction will include all of the following as appropriate;-

- an induction mentor or professional friend
- informal discussion with staff team
- one to one discussion with the Head Teacher
- sharing of the main school policies and the A-Z including Safeguarding and Health and Safety Policies
- Photos of staff and all children with names
- formal planned discussion within some Planning, Preparation and Assessment time (PPA/non contact time)
- individual professional development needs
- staff and planning meetings
- yearly performance management and professional development interviews
- Sharing of the School Development Plan
- internal and external monitoring
- in-service training days and courses (both internal and external)

- SEN information and systems
- EAL information and systems
- Links with other schools and staff in similar roles

The following areas are focussed on as necessary for all staff members be they in the classroom or otherwise:-

- School Ethos
- High quality learning and care
- Expectations of behaviour, communication etc.
- Health and Safety including fire procedures
- First Aid procedures
- Professional Development and Training
- What to do if?
- Management of personal and professional life

We value the following:-

- A welcoming, friendly environment
- The child as a unique person
- Everyone matters and is valued
- Everyone has skills and talents
- Working as a team
- The can do, try and do, will do mentality
- Team discussion, communication and purpose
- Flexibility and shared responsibility
- We welcome new ideas and approaches to reflect on
- High achievement for all i.e. building a child's self esteem, learning and development
- Building colleagues careers and self esteem