

CCHT Primary School Induction of New Staff



CCHT 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 School Mission Statement

CCHT is 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 school.

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 polices and the A-Z of Christ Church 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
- Sharign 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