



CHURCH COWLEY ST. JAMES C of E PRIMARY SCHOOL

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Church Cowley Staff Charter

Church Cowley St James Primary School aims to be a 'beacon' in academic teaching and learning, curriculum design and pastoral support for the pupils and adults that work in the school and for all other stakeholders.

Our core vision of developing successful learners, confident individuals, responsible citizens and contributors to society run deeply across the school where core principles are acting with honesty, integrity, and fairness is demonstrated throughout.

We value each member of our professional community and value our health and wellbeing. Our Staff Charter sets a standard which we all seek to follow; CCSJ believes great schools thrive because of the people in them.

CCSJ supports the education staff wellbeing charter published by the Department for Education. It can be found at www.gov.uk/guidance/education-staff-wellbeing-charter. We have had our own Staff Charter in place a number of years prior to the publication of the DfE charter.

Our staff charter provides some additional detail of what we provide and aim to achieve for colleagues.

Staff Wellbeing

Your time will be respected and supported included minimum entitlement to PPA, additional time for special projects.

School calendars will be carefully planned and released a term in advance.

- You will be recognised as an individual, as someone who has priorities outside of work.
- We will undertake regular wellbeing surveys, enabling your school to collect your views and act on them.
- You will have access to support through occupational health, and counselling, financial, legal and personal advice is provided through our Employee Assistance Programme, PAM Assist.
- We recognise the benefits of positive relationships with Trade Unions.

Benefits for Staff

You will have the opportunity to join a Defined Benefit Pension Scheme; either Teachers Pension Scheme for teaching staff or the Local Government Pension Scheme for our support staff.

- You will have access to complimentary tea and coffee, and a welcoming and calm environment in which to take a break.
- CCSJ offers a number of employee centered and family friendly policies and practices that support you in and beyond your workplace.

- We are committed to offering Flexible Working wherever we can, in order to support the work life balance of our employees.
- We offer enhanced sick pay, maternity leave, paternity leave and parental leave.

For Teachers

You will have access to excellent learning opportunities as there is a focus on continuing professional learning and development to maximise training and development in our schools. We will not grade you or your lessons.

- You will be supported with student behaviour through clear policies, highly effective training and confident leadership.
- Assessment and marking, teaching and learning and data collection policies will support you to use your time in the most effective ways, without unnecessary workload.
- We begin from the assumption that every main scale M1-5 teacher will get an annual pay rise and we work in a culture of utter transparency and 'no surprises' when making decisions about pay progression.
- Time will be provided for collaborative professional planning to reduce your workload and raise standards; this can include additional INSET time.

In Practice: The detail

Recruitment:

We actively engage with Initial Teacher Training (ITT) providers at Oxford Teaching School Alliance (OTSA) and recruit to Grade 6 Teaching Assistant Positions for 1/2 year(s) before putting suitable candidates through School Centered Initial Teacher Training (SCITT).

This can be through paid SCITT or through the Post Graduate Teacher Apprenticeship Scheme (PGTA) or Teacher Degree Apprenticeship (TDA).

We have trained 15 teachers in this way since 2015.

We actively recruit from University Careers fairs.

We actively welcome tours and school show rounds.

Retention:

We have a no marking to go home policy.

All planning and resourcing for Core subjects and Science, RE, Art, History and Geography have been developed into our own curriculum schemes – there is no/little planning to be done in these subjects.

The curriculum is clear, organised and progressive. Expectations in each year group is clear and previously completed exemplar work is retained to maintain standards. The curriculum does not change.

Assessment is appropriate and only happens to support learning.

Teachers can leave school from 3:30pm if their work is completed – most teachers have left by 4:15pm.

Between 2023-2025 No teachers left the school.

We are flexible towards those with families and give paid time away to visit your children's school for parents event, sport's days, graduations etc.

Continuing Professional Development

We actively encourage teachers to undertake further professional training. The school cover all costs.

ECTs will observe great teacher in school weekly.

We have a range of online videos of our own teachers teaching High Quality Responsive Teaching (HQRT) lessons and regularly use these to support CPD.

Staff Meeting on Wednesdays are for CPD exclusively, there are no meetings for 'messages'.

The school will pay for further education and have previously financially supported teachers to gain Masters Degrees, SENDCo Qualifications, MPQ course/qualifications, and PhDs where the course benefits the school.

The school have paid for Teaching Assistants (TAs) to gain GCSEs, Degrees, further qualifications.

Fortnightly Instructional Feedback (IF) from a member of SLT.

Additional Perks

Each year 3 teachers and the Head Teacher go to an international Research Ed conference.

Previously, we have been to Toronto, Canada and Stockholm, Sweden 4 times.

Teachers are selected on the following criteria:

Worked at the school for 3+ years (compulsory from 2023/24)

Made a significant contribution to the aims of the school more broadly than class teaching, that could be (unpaid) support and volunteer work or paid. In this year's case: Led the school choir, Young

Voices trip leader, CCSJ Xmas meal for families, run after-school clubs for CCSJ + some of the criteria below.

Middle Leadership or significant cross-school responsibilities for teaching and learning or Subject - you don't need to be a middle leader you can remain a classroom teacher and be completing any one of the following: You can be a teacher who is completing additional qualifications or learning in your own time (school pays for these too), NPQML, NPQSL, NPQSEnCo Award, MPQHT, Masters award/qualification, PhD etc while at CCSJ or...

Working towards getting the school a significant award for the quality of teaching and learning - Maths and HQRT, ArtsMark, PE awards, Science Award etc

Completing a whole school curriculum booklet/planning model: Art, RE, DT, Computing etc.

The list is not exhaustive but gives you a flavour of what the criteria is, and hopefully, you can see that getting on the trip is achievable in/from your 3rd year here.

This is NEVER an SLT 'jolly', and all teaching staff meeting the criteria should expect to go at some point during their time at CCSJ. This is an opportunity available to **all** teachers it is unlikely that the same people will go on the trip year on year, rather this is a new opportunity for new teachers each year.

The aim is to give everyone something to aspire to, to reward the hard work and ongoing commitment of staff over time, as a retention tool for those who have remained at the school for a time and who have put in extra time to improve the offer for the children.

The conferences are very well attended and well-known for their forward-thinking and research-led ideas.

