

Charter Primary School Culture Vision

Vision

At Charter School, everyone values working together to become imaginative and creative learners through inclusion, respect and kindness. We are curious in our discovery of the world and challenge each other to succeed.

Measures of success

- Staff survey to assess well being (repeat survey annually)
- Increase in pupil numbers
- Exam results
- Parental engagement (attendance at parents evening, parental survey)
- Less absence
- Staff retention
- Performance management

Enabling beliefs

- We all want the best for the children
- We are open to change and new ideas
- We take ownership
- Every day is a new school day
- All voices matter
- Everyone is responsible for children's learning and experience
- My actions are valued and recognised

Growth Mindsets

Flexible
Proactive
Creative
Collaborative

Behaviours

- We take every opportunity to celebrate student achievements
- We make it clear why we are recognising someone and celebrate all people's contributions
- All negative behaviours are consistently challenged
- We share good practice
- We reflect on and share our experiences with others
- We understand information will be shared on a need to know basis in some situations
- We ask for and offer help
- We clarify we have understood
- We use Oracy skills to challenge and support conversations.
- We acknowledge each other
- We know each other's names
- We share feedback and constructive criticism
- We are open to challenge, encouraging questions and asking why
- We find ways to adopt and implement the culture charter
- We take responsibility, even when things go wrong
- We learn and implement new ideas
- We understand how the brain works- My Happy Mind



Purpose

To deliver learning and experiences that equip children and adults to be the best that they can be.

Shifts

From	To
Work it out for ourselves	Let's work together on this
Chinese whispers	Readily accessible and timely information and communication
Different ways of doing things	A consistent, unified way of doing things
My Way	Being open to and welcoming change
Finding problems	Celebrating wins
Finding someone to blame	Accepting responsibility and working together for a solution
Lots of teams	One family

Working Practices

If there is a problem to be solved, we come with the problem and a potential solution.
We talk about the children with respect at all times
If children need to be discussed, we ensure this takes place in an appropriate room.
If we have a disagreement with someone, we approach this with professionalism.
We all have a voice and understand the importance of sharing our voice in a professional manner.
We clarify information by talking to the relevant person.
We acknowledge each other with a thank you.
All staff take responsibility for supporting the wellbeing of both children and adults.
We understand and follow school procedures and policies.