

Well-being and Culture Charter





**OUR CULTURE, YOUR WELL-BEING**

We are a professional team and as such we have a responsibility to ourselves and each other. This Charter defines what is important to us in terms of how we work together and how we demonstrate a care for all.

**OUR FIVE MANTRAS**



We have five mantras that for us ensure workplace fulfillment. These mantras form the bedrock of our workplace behaviours which for us make our schools such special places to work in.

Our five mantras are;

* Our values are valued
* Standards and expectations guide our thinking
* Enthusiasm and positivity determines our optimism
* Care and thoughtfulness show we matter
* Creativity and Innovation drives our excitement

.

|  |  |  |
| --- | --- | --- |
| **Respect**  You treat others in the way that you would like to be treated regardless of role or status  You are polite and treat others with dignity  You show others that you care and reflect this through your engagement with them  We support each other by listening and hearing what is being said. We ask questions to clarify our understanding.  We understand how our actions might be perceived by others as rudeness and ensure that we avoid this at all times | **Perseverance/ Grit**  Feedback is welcomed and recognised as being a positive force for improvement.  You tackle obstacles and problems head on and don’t avoid taking difficult decisions  We don’t say it can’t be done, rather we say how can it be done.  We always consider what is right for our schools and are flexible and adaptable when necessary.  You take the initiative when unsure and ask for help and support. | **Community**  You support everyone in your team and pull together for the greater good.  You think about how to help other colleagues and never leave them to do things for you that you could have done yourself.  You offer to do things without being asked and volunteer willingly without needing to be prompted  You ask people how they are and if there is anything that they need from you |
| **Aspiration**  We know we are good but just want to get better and seek ways of doing this.  You enjoy and challenge and work co-operatively to find solutions  You share expectations with each other and make sure that successful outcomes are understood and clearly articulated.  You make sure that your expectations are consistent with your colleagues. Your expectations of others mirror the expectations that you have of yourself which in turn mirror the highest expectations of the school | **Our values are**  **valued**  cid:AAE83123-A7C0-492E-B4ED-7CE0BE44E137@Homecid:AAE83123-A7C0-492E-B4ED-7CE0BE44E137@Homecid:AAE83123-A7C0-492E-B4ED-7CE0BE44E137@Home | **Reflection**  We don’t change but we do improve. We share our thoughts about how we might do things better and think things through before committing to action.  You take time to just think.  You know that there are many ways to solve problems but you don’t rush in. You learn from your past and use this to help decide what to do next  You know that the job is demanding but you also take time to switch off and reboot. You avoid the tendency to just give all the time and make sure that you receive as welll |
| **Courage**  We never say things about people that we wouldn’t say to their face. We don’t gossip.  We expect everyone to have a go at new things and nobody is complacent.  We value risk taking. For us however, this means that try innovative ways of doing things that we think will have a positive outcome as opposed to the wild and wacky.  We don’t expect others to have difficult conversations that we wouldn’t have. We also don’t practice avoidance tactics if we need to challenge something that is not in our cultures best interests. | **Independence**  You are self-regulating and use our school values to evaluate your own behaviours  You accept responsibility for constantly taking steps to improve performance  You manage your own time effectively. You understand that productivity can be improved when ways are found to do things easier and more simply.  When you fail to meet a deadline then the team fails to meet a deadline and that’s just not fair.  You are self-motivated and also motivate others by being an awesome colleague who is able to model great practice | **Compassion**  Take time to find out how other people are thinking and feeling so that you are empathetic and understanding  Recognise that we all have highs and lows and don’t begrudge people for getting extra support when needed.  You don’t give people labels but allow them to grow in different ways at different times.  You think about how your actions affect others and act unselfishly.  You treat yourself with compassion. You understand your own well-being needs and ensure you have a work leisure balance. |

**ENTHUSIASM AND POSITIVITY DETERMINES OUR OPTIMISM**

We strive to be the best that we can be. We don’t do dull or mundane but we do learning and excitement instead.

People who do things half-heartedly won’t like it here. People who are up for a challenge will love it.

You don’t need to ask for permission providing what you want to do promotes our culture. We forgive if the intention was well meant and reflected our mantras.

We are standards driven. Our plans at all levels are designed to raise standards. We don’t have minimum standards as we don’t want to lower expectations.

We reward standards achieved that exceed expectations but never stop asking how it could be even better.

You come to work with your “A” game. We recognise that on occasional days, you might only give a “B” game performance. But you are a player not an observer and you soon pick yourself up.

**STANDARDS AND EXPECTATIONS GUIDE OUR THINKING**

We love what we do and that is why we do it!

Our positive attitudes are infectious and can’t help but to uplift others around us

We employ people who love change and are adaptable to this because they’ve learnt that’s the only way to improve and progress further

We are can, not can’t; glass half full, not half empty and sunny days, not grey skies and it is this attitude that we expect as this fuels our own and our colleagues optimism for an even better future.

We know a positive mindset can turn a dream into a reality and so this is what we practice.

We care about all that we do.

We celebrate our victories and reflect on our losses. Instead we ask ourselves how we can do better next time.

We put forward a united front to show our unity that it is never “your” fault but “our” fault.

In our organisation we have each other’s backs and in return you are safe and secure in the knowledge that yours is covered too.

We care about your well-being but don’t expect to be mothered as this is your responsibility.

However do expect our organisation to recognise the need to help you fulfil this responsibility without compromise.

**CARE AND THOUGHTFULNESS SHOW WE MATTER**

**CREATIVITY AND INNOVATION DRIVES OUR EXCITEMENT**

We define creativity as having ideas of value and innovation as committing to actions that impact.

To promote this our organisation has a learning culture whereby we are constantly researching and developing new ways of doing things.

We recognise the importance of CPD for everyone but expect a return for this. It is a collective responsibility to disseminate new learning.

Don’t wait to be led or told what to do because that is not our culture, instead we will support you to develop your own leadership skills so that you have courage in your conviction and therefore you too can inspire and motivate the awesome colleagues around you.