



# Staff 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

We treat others in the way that we would like to be treated regardless of role or status

We are polite and treat others with dignity

We show others that we care and reflect this through our 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 and ensure that we avoid this at all times

### Perseverance/ Grit

Feedback is welcomed and recognised as being a positive force for improvement

We tackle obstacles and problems head on and don't avoid making 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

We take the initiative when unsure and ask for help and support if needed

### Community

We support everyone in your team and pull together for the greater good

We think about how to help colleagues and never expect them to do things for you that you could have done yourself

We look out for each other and offer support if needed

We ask people how they are and if there is anything that they need from us

We celebrate each other's successes

### Aspiration

We always strive to continue to improve and seek ways of doing this

We enjoy a challenge and work co-operatively to find solutions

We share expectations with each other and make sure that successful outcomes are understood and clearly articulated

We make sure that our expectations are consistent with our colleagues. Our expectations of others mirror the expectations that we have of ourselves which in turn mirror the highest expectations of the school

# Our values are valued



### Reflection

We share our thoughts about how we might do things better and think things through before committing to action

We take time to just think

We know that there are many ways to solve problems and take time to consider them. We learn from the past and use this to help decide what to do next

We know that school life is demanding but we must take time to switch off and reboot. We avoid the tendency to give all the time and make sure that we receive as well

### Courage

We never say things about people that we wouldn't say to their face  
We don't gossip about colleagues

We expect everyone to have a go at new things and nobody is complacent

We value risk taking and try innovative ways of doing things which will have a positive outcome

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 culture's best interests

### Independence

We are self-regulating and use our school values to evaluate our own behaviours

We accept responsibility for constantly taking steps to improve performance

We manage our own time effectively and take responsibility for communication. We understand that productivity can be improved when ways are found to do things easier and more simply

We work to meet deadlines as failure to do so has an impact on the team

We are self-motivated and motivate others by sharing excellent practice with colleagues

### Compassion

We take time to ensure we treat colleagues with empathy and understanding

We recognise that we all have highs and lows and don't begrudge people for getting extra support when needed

We don't give people labels but allow them to grow in different ways at different times

We think about how our actions can affect others

We treat ourselves with compassion and understand our well-being is important and so is a work life balance

## STANDARDS AND EXPECTATIONS GUIDE OUR THINKING

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We strive to be the best that we can be. We are dynamic and our learning is exciting  
People who are up for a challenge will love it here  
You don't need to ask for permission providing what you want to do promotes our culture. We have the best intentions at heart  
We are standards driven, plans at all levels are designed to raise standards. We don't have minimum standards as we don't want to lower expectations  
We recognise standards achieved that exceed expectations but never stop asking how it could be even better  
You come to work with the best attitude and we recognise that on occasional days, you might not have this but you are a player not an observer and you soon pick yourself up

## ENTHUSIASM AND POSITIVITY DETERMINES OUR OPTIMISM

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 know this is the only way to improve and progress further  
*"We are glass half full, not half empty; can, not can't; and sunny days, not grey skies"* and it is this attitude that we expect as this fuels our own and our colleague's 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

## CARE AND THOUGHTFULNESS SHOW WE MATTER

We care about all that we do  
We celebrate our victories and reflect on our losses. 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 Federation 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 you understand this is your responsibility  
Our Federation to recognises the need to help you fulfil this responsibility without compromise.

## CREATIVITY AND INNOVATION DRIVES OUR EXCITEMENT

We define creativity as having ideas of value and innovation and committing these ideas to actions that have an impact  
To promote this our Federation has a learning culture whereby we are constantly researching and developing new ways of doing things  
We recognise the importance of CPD for everyone and it is our collective responsibility to disseminate new learning  
Don't wait to be led or told what to do as that is not our culture, instead we will support you to develop your own leadership skills so that you have courage of your own convictions and therefore you too can inspire and motivate colleagues around you