

STAFF CHARTER

Academies ensure the transformation of education and life chances for communities

Our Academy is distinctive:

- eight aptitudes (*logical, linguistic, moral, spiritual, social, personal, cultural and physical*)
- well-being (*care and positive psychology*)
- leadership (*the sponsor*)
- creative and enterprising (*the enterprise specialism*)
- an international outlook (*languages specialism*)

We believe that/in:

- all students can learn and succeed (*the basis of the academies programme*)
- it's our job to make this happen for everyone (*as above*)
- people learn in different ways (*the basis of the eight aptitudes*)
- all areas of achievement are equally valid (*as above*)
- an environment where everyone feels valued and of worth (*the basis of well-being*)
- being an inspiring place in which to learn (*positive energy and psychology*)

8 attitudes	Actions that fit with our beliefs and attitudes
Aspirational	<ul style="list-style-type: none"> • Being the very best staff member you can • Striving for the very best for our students and the Academy • Taking a pride in our students and the Academy
Compassionate	<ul style="list-style-type: none"> • Being understanding of others • Showing warmth and care for our most vulnerable students • Never giving up on students
Convivial	<ul style="list-style-type: none"> • Enthusiasing others • Using humour, being friendly and taking an interest • Working together as a team
Inclusive	<ul style="list-style-type: none"> • Acting and leading to uphold our values and beliefs • Valuing all our students and staff • Working out ways to ensure all students learn, progress and thrive
Inspirational	<ul style="list-style-type: none"> • Empowering others to be effective • Generating, leading and supporting ideas • Leading by example
Reliable	<ul style="list-style-type: none"> • Communicating clearly • Doing your job properly • Taking responsibility
Resilient	<ul style="list-style-type: none"> • Being accepting of mistakes and being prepared to move on • Being receptive to change • Being relentless in working with all our students
Thoughtful	<ul style="list-style-type: none"> • Understanding people and behaviour, not just reacting • Using positive language • Showing respect for our environment