



**Behaviours Framework.**

**Why do we need a behaviours framework?**

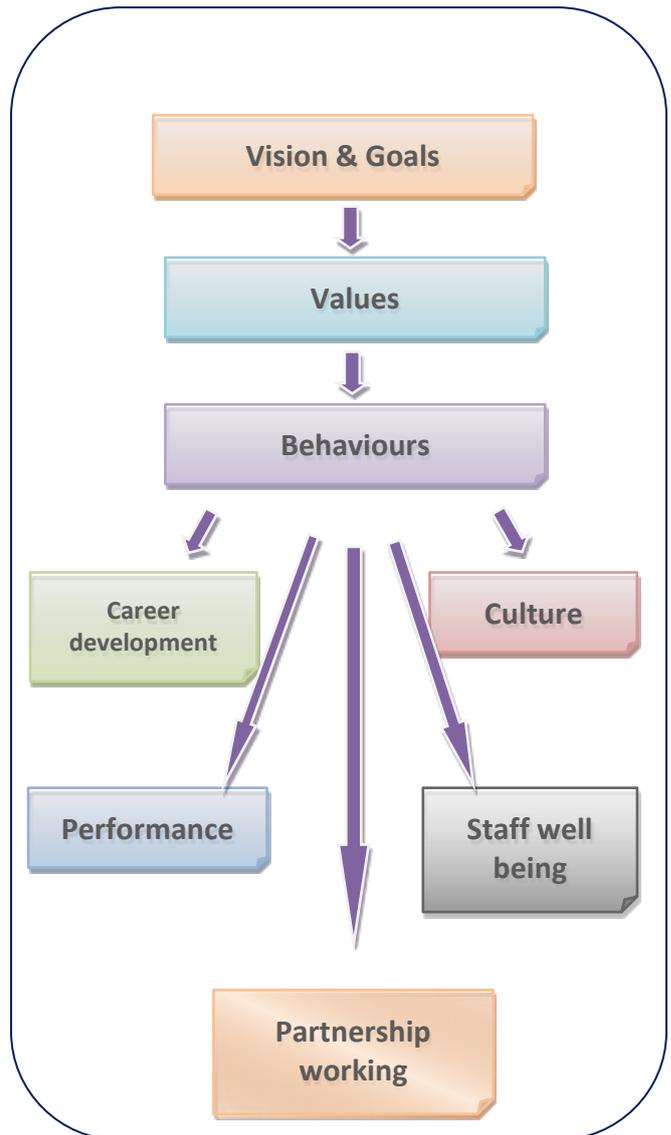
Werrington Primary School should be a fulfilling and enjoyable place to work; we know this enthusiasm rubs off on our pupils and their parents/carers, and we also recognise the crucial role each and every one of us plays in helping to achieve our goals.

By demonstrating the attitudes and behaviours, Werrington Primary School will be an effective, positive and collaborative place to work

**What is the behaviours framework?**

The behaviours framework is a set of core behaviours which define ‘how’ we are expected to approach our work and sits alongside ‘what’ we do, as outlined in each of our job descriptions.

The framework details the behaviours and attitudes required by all employees and it supports the delivery of our business plan, vision, values and culture.



**What do we mean by behaviour?**

Behaviours demonstrate the attitudes and approach we take to work; they are:

- how we do things
- how we treat others
- what we say and how we say it
- how we expect to be treated.

The behaviours framework will help us to celebrate achievements, talk about our aspirations and express how we would like to develop.



**What are the behaviours and how do they work?**

There are three sets of behaviour for every staff member, regardless of their role and position in our school. Every member of staff will be provided with clarity on their behavioural expectations in a discussion with senior leaders.

These behavioural requirements are taken very seriously; compliance with these guidelines will form part of regular performance development discussions and continued disregard of behavioural requirements will be resolved quickly and efficiently.

**Our Values: The Werrington Way**





**Our Beliefs:**

- **We believe that every child deserves a Champion**
- **We believe that we can all improve as teachers & educators**
- **We believe that all staff should engage in relevant research to further improve their practice**
- **We believe in the limitless potential of people**
- **We believe that truly great teaching is improves pupils' progress**
- **We believe that teaching requires dedication and sweat**
- **We believe that you cannot just wish teachers & pupils to improve – You have to create the conditions for them to grow**
- **We believe that basic English & Maths skills are essential to pupils making good progress**
- **We believe that feedback to pupils should be timely and respond to the needs of the individual so that they can engage with the feedback & improve as a result**
- **We expect every teacher to design lessons which include 'challenge'**
- **We believe that hard work is the key to success for staff and pupils**
- **We admire generosity of spirit and commend staff who 'go that extra mile'**
- **We acknowledge that we all make mistakes and that we learn from them**
- **We follow the values of: Respect, Resilience, Excellence, Friendship, Kindness and Cooperation**

**Our offer to staff:**

- 'Gift days' – Every member of staff to receive 1.5 days (pro-rata) per year
- High quality CPD offer
- Annual flu jab for any staff requesting it
- Dedicated leadership time for all leadership roles
- Workload reduction charter and our commitment to reduce workload
- Reflective teaching practices focused on research
- Free on-site parking
- Career development opportunities/ pathways
- Open door policy of all SLT
- Access to a staff wellbeing library and well stocked professional development library
- A working environment which supports wellbeing, including access to a mental health first Aider and the 'Health Assured Employee Assistance programme'
- Complimentary Christmas dinner for all staff
- A communication policy to protect home life
- Opportunities to 'innovate'
- Guaranteed minimum 10% PPA time every week
- Access to PET Cycle Scheme
- Access to PET Tech Scheme
- Free 'branded' staff uniform



## **Our Values: The Werrington Way**

- **Be respectful – Value and respect for others; Working together**
- **Try our best – Pride in what we do; High quality in all we do**
- **Keep ourselves and other safe – Putting children first; Responsibility and leadership**

## **Value One – Be respectful:**

### **Beliefs:**

We believe that:

- ☞ Every individual should be treated with respect, courtesy and fairness
- ☞ We should respect the rights & beliefs of others, regardless of gender, marital status, age, disability, race, religion or sexual orientation
- ☞ The views of all members of our school community are important and we value input from all stakeholders
- ☞ Team work is vital to ensure the school can achieve its goals
- ☞ We are all responsible for helping and supporting colleagues to achieve their targets
- ☞ We should play an active role in collaborative networks to share good practice and impact on pupil progress
- ☞ We share accountability

### **Behaviours:**

Staff will:

- ☞ Treat each other, colleagues, pupils, parents, volunteers and community members with respect & courtesy
- ☞ Recognise and respect the contribution that their colleagues, teaching or support, and governors make to our school
- ☞ Actively model the 'Werrington Way'
- ☞ Regard all pupils as their responsibility, valuing and helping them
- ☞ Promote positive behaviour and challenge inappropriate behaviour
- ☞ Promote equality of opportunity
- ☞ Give time to colleagues who need help, even when the pressure is on
- ☞ Trust colleagues to fulfil their responsibilities and ensure that they, in turn, fulfil their own responsibilities
- ☞ Respect other people's workloads by meeting any deadlines that have been set
- ☞ Manage their reactions to situations professionally and calmly
- ☞ Not expect a reply to emails that have been sent outside of an individual's usual working hours – 'I am committed to ensuring a work/life balance for myself and my colleagues. I am sending this email at a convenient time for me. Please respond at a convenient time for you'.
- ☞ Not 'grade' lessons. The focus of lesson observations will be to support, not judge.



- ☞ Look for ways to maximise the value of working together by building support, providing focus and giving direction to deliver joint outcomes
- ☞ Work collaboratively to improve outcomes for pupils
- ☞ Listen to and involve colleagues, pupils, parents and external agencies and respond positively to suggestions before making decisions
- ☞ Spend time building relationships with pupils, parents and colleagues
- ☞ Support each other in working together
- ☞ Build networks to help provide support and expertise
- ☞ Check their school emails at least once every school day and recognise that staff are not expected to reply to emails that are sent outside of their usual working hours
- ☞ Develop a common language for talking about teaching and learning.

## **Value Two – Try our best**

### **Beliefs:**

We believe that:

- ☞ Teachers, support staff, volunteers and managers take pride in the job that they do
- ☞ Our pupils are given the very best opportunities to succeed
- ☞ We provide a quality learning environment in which to teach & learn
- ☞ Our staff should be happy to work at Werrington
- ☞ We use quality communication to encourage a sense of pride in Werrington's achievements/success
- ☞ We should strive for high quality in all we do
- ☞ Resources should be focused on improving the quality of teaching & learning
- ☞ Staff should have access to regular, high quality and relevant professional development opportunities
- ☞ Every member of staff should want to improve, not because we are not good enough, but because we can be even better

### **Behaviours:**

Staff will:

- ☞ Take personal pride in their own individual work, thereby making a personal contribution to our school community
- ☞ Praise good effort by pupils, colleagues or volunteers
- ☞ Take part in school activities and encourage positive ideas
- ☞ Talk about our school positively to peers and family and to the online community
- ☞ Keep our school building & grounds clean and tidy
- ☞ Keep their work areas, and communal work areas, clean and tidy
- ☞ Share successes with colleagues and others



- ☞ Support colleagues in doing their best and not blame others when things do not go quite right
- ☞ Discuss with colleagues and learn from things that do or don't go well
- ☞ Model the 'Werrington Way'
- ☞ Have high expectations of themselves and others
- ☞ Lead by example
- ☞ Foster high quality communication and working relationships with colleagues
- ☞ Engage in professional development
- ☞ Track and respond to pupil progress
- ☞ Comply with our school's policies & procedures
- ☞ Meet deadlines
- ☞ Design and deliver a high quality curriculum

### **Value Three – Keep ourselves and others safe.**

#### **Beliefs:**

We believe that:

- ☞ Our focus should be on the wellbeing of our pupils
- ☞ Our pupils should enjoy their experience at Werrington
- ☞ We should recognise and celebrate the success of our pupils
- ☞ We should be positive about pupils & their achievements
- ☞ Staff wellbeing is of the utmost importance
- ☞ Individual staff should be self-motivated to take responsibility and fulfil their role to the best of their ability
- ☞ Staff should work as a team and communicate effectively, working towards a common goal
- ☞ Individual members of staff have a responsibility to support colleagues & learners
- ☞ Care of our building and environment is the responsibility of all staff and pupils
- ☞ Staff should meet deadlines
- ☞ Staff should be role models for pupils and our community

#### **Behaviours:**

Staff will:

- ☞ Design learning experiences for pupils which are relevant, interesting, challenging & promote achievement
- ☞ Endeavour to build and maintain positive relationships with children and families
- ☞ Recognise that children need access to a rich and varied range of experiences
- ☞ Provide regular & timely constructive feedback to pupils
- ☞ Ensure the safety and wellbeing of pupils at all times
- ☞ Care about & celebrate individual pupil achievement



- ☞ Prioritise pupil progress
- ☞ Arrive on time for school and meetings, be well prepared and act professionally at all times
- ☞ Ensure that any 'deadlines' are communicated in a timely fashion and are well planned throughout the year
- ☞ Work as a team member
- ☞ Be mindful of their own and others' wellbeing
- ☞ Lead by example; influencing & inspiring confidence in others
- ☞ Publically role model expected behaviours
- ☞ Recognise good performance and take the time to thank and praise others
- ☞ Be reliable
- ☞ Make informed decisions and take accountability for their impact
- ☞ Take ownership and create a positive environment
- ☞ Communicate effectively
- ☞ Promote a culture of challenge & confront poor performance
- ☞ Take responsibility for maintaining a professional development journal and for developing their own skills
- ☞ Promote and drive continuous improvement by asking 'How could I/we do this better?'
- ☞ See failure & problems as an opportunity to learn and develop
- ☞ Actively engage with any appropriate Professional development opportunities.

