

Determination	RESILIENCE	Pro-actively managing time and tasks. Recovering from setbacks with support. Taking constructive criticism on board.
	TENACITY	Being persistent in seeing things through, despite challenges. Finding solutions to barriers.
	COURAGE	Taking risks, challenging oneself, leaving our comfort zone. Admitting mistakes without fear of being judged.
Honesty	SELF-AWARENESS	Knowing our strengths and weaknesses. Working in concert with the rest of the school. Understanding the impact of our behaviours on others.
	INTEGRITY	Having strong moral principles. Being honest, transparent and truthful. Welcoming challenge and embracing accountability conversations. Challenging the status quo.
	AUTHENTICITY	Doing what we say we will do. Being prepared to support and encourage others to rise to the challenge.
Readiness	RELIABILITY	Being in the right place at the right time. Know our responsibilities and do them as best as we can.
	CONFIDENCE	Being ready to take the lead and share our views professionally.
	CONSISTENCY	Treating all people the equitably. Focusing all of our efforts on our students. Committing to and implementing team decisions.
Respect	HUMILITY	Championing the school and each other. Making ego-less decisions. Understanding when to put the school goals before our individual interests.
	COMPASSION	Understanding when to adapt, based on the experience of others. Genuinely listening to others. Giving feedback from a place of empathy.
	KINDNESS	Caring for those around us, showing courtesy and being understanding.
Spark	CURIOSITY	Being keen to learn new skills and knowledge. Connecting with other teams both within school and to the wider educational landscape.
	OPTIMISM	Believing what's possible and the good it will achieve. Positively interacting with others and trusting each other.
	INNOVATION	Coming up with and being receptive to creative ideas and looking at things in a new light.

EXAMPLES OF HOW WE DEMONSTRATE THESE QUALITIES IN OUR DAY TO DAY ROLES.

RESILIENCE	Organising workload into manageable chunks	Organising a Restorative Approaches meeting with a difficult student.
TENACITY	Meeting with a challenging student to support their revision.	Delivering hybrid lessons so our students isolating at home do not miss out during the pandemic.
COURAGE	Holding our line manager to account in a supportive way when they miss a duty.	Presenting a new idea at a meeting.
SELF-AWARENESS	Knowing we need to improve our skills, such as using spreadsheets or Sims, and doing something about it.	Knowing we handled a situation badly and asking a colleague for advice on how to rectify it.
INTEGRITY	Giving honest, constructive feedback after a lesson observation .	Questioning the way we have always done things, such as rewarding students processes, if we can see a better way.
AUTHENTICITY	Giving honest and helpful feedback to a colleague.	Giving a challenging student a completely fresh start in their next lesson.
RELIABILITY	Being present in the corridors to supervise students.	Meeting deadlines for gradebook so others can get on with their roles.
CONFIDENCE	Voicing our opinions in meetings.	Questioning others' ideas at meetings.
CONSISTENCY	Supporting our team's decisions, such as changing exam board, even if we personally disagree.	Always giving clear and calm warnings before issuing sanctions to students.
HUMILITY	Emailing colleagues to say we liked their idea or presentation.	Ensuring we don't dominate discussions in meetings and actively bringing in quieter members.
COMPASSION	Taking the time to support a colleague who has just returned from maternity leave.	Finding out about our tutees' interests to help us create a connection with them as their Form Tutor.
KINDNESS	Greeting fellow staff members and asking them how they are when we see them on the corridor.	Modelling to our students how to speak politely and use manners by speaking to them and fellow colleagues in this way.
CURIOSITY	Visiting other schools to see how they do things differently.	Seeking out colleagues in other departments to find out how they do things differently.
OPTIMISM	Leaning to the positive side when thinking about what our students can achieve.	Keeping an open mind when facing fresh challenges, such as teaching online.
INNOVATION	Trialling a new way of delivering familiar content in lessons.	Taking a good idea used in another team in school and adapting it to energise our own team.