

## **HOLYWAY SCHOOLS - PEOPLE CHARTER.**

Our aspiration is for Holyway Schools to be a fulfilling and enjoyable place to learn and work, where all staff feels valued and recognised for their individual contribution whilst helping us to achieve our objectives.

The People Charter sets out how we should all behave, it supports the delivery of our operating plan and the development of our culture.

<b>C</b> ommunicate	<ul style="list-style-type: none"><li>➤ Communicate openly, honestly and clearly, avoiding jargons.</li><li>➤ Seek out and share knowledge, suggest solutions.</li><li>➤ Encourage, listen and be receptive to others' views.</li><li>➤ Invite, offer and respond to feedback.</li></ul>
<b>A</b> chieve together	<ul style="list-style-type: none"><li>➤ Work together towards Holyway Schools' objectives.</li><li>➤ Nurture open relationships and build trust.</li><li>➤ Work collaboratively with all pupils/students, parents/carers, corporate world and government establishments - internally and externally.</li><li>➤ Empower each other and hold each other to account.</li></ul>
<b>R</b> espect	<ul style="list-style-type: none"><li>➤ Treat colleagues and pupils/students as you would wish to be treated.</li><li>➤ Value difference by embracing diversity and inclusion.</li><li>➤ Look after our own wellbeing, and support each other.</li><li>➤ Recognise and celebrate our successes, large and small.</li></ul>
<b>E</b> xcel	<ul style="list-style-type: none"><li>➤ Provide excellent service to colleagues, pupils/students and parents/carers.</li><li>➤ Drive personal development and suggest ways to improve.</li><li>➤ Lead by example, acting as a role model internally and externally.</li><li>➤ Keep to the ethics of your profession and maintain professionalism at all times.</li></ul>