

The Inspire Academy Movement Wellbeing and Culture Charter

The Inspire Academy Movement considers every member of its community to be of value; as such together we have written this wellbeing and culture charter which makes clear the behaviours and attitudes we must all adhere to in order to have the most productive and effective workplace.

This document is based upon a set of shared values, which are interlinked and help us develop a positive working ethos in our schools. This document will support us all in achieving our I AM statements.

All those that work across our Trust, whether they are employed or volunteer, sign up to the Inspire culture of being the best we can be.

The Inspire Academy Movement's shared values that reach across our schools are:

Respect

Independence

Perseverance

Community

Aspiration

Compassion

The Trust's I AM statements



I AM an inspiration to others



I AM in control of my own future and the positive impact I can have





I AM excited by new concepts



I AM confident in who I am
















I AM passionate about achieving my potential










| Behaviours | Attitudes |
|---|--|
| <ul style="list-style-type: none">  Treat others as you wish to be treated yourself  Always use manners  Consider the tone in our voice when we speak to others, remembering the impact they may have  Speak positively and not negatively about others – If you don't have anything kind to say, don't say it (to their face or behind their back)  Address problems or issues directly with those concerned, but do so with kindness  Share how you feel and not resort to insults or retaliation  Speak calmly to others, we do not shout or raise our voices  Respect the wellbeing of others and their workload  Ask before taking things that don't belong to you  Be there for others and listen carefully to what they have to say, show genuine interest  Be approachable so others feel comfortable in your presence  Reflect upon your own behaviours and consider changes needed  Give others the reassurance they may need | <ul style="list-style-type: none">  Remember at all times that we are all of equal worth and this should be reflected in the way we speak to others  Value everyone and the opinions they have  Be professional at all times  Be mindful of others and how they may respond to your words/actions  Respect the boundaries others may have  Be supportive of one another, both professionally and personally  Don't expect others to do something you would not be prepared to do yourself  Do not be judgemental |

Perseverance





Behaviours

-  Work as a team to overcome problems, we are stronger together
-  If something is challenging, don't give up
-  Be resourceful! Have solution based thinking as problems will always arise and there are usually solutions to the problems
-  Be flexible to change when problems are difficult to overcome
-  If a solution cannot be found, seek a way to limit or mitigate the impact
-  Learn from the problems we face and reflect upon how we can use it to develop as individuals and in our practice
-  Failure is not the end of the road, it's the start of new learning and finding new ways to succeed
-  Try new things and new approaches – we should strive to improve at all times. No-one is perfect, we can always strive to be better
-  Ensure the words we speak are positive and show a 'can do' attitude – be aware that negative language and attitude can have a detrimental impact on those around us
-  Use the word 'yet' when referring to something not yet done, gained or achieved
-  If you don't understand something, be proactive and gain help, guidance or clarification
-  Don't assume others know you are struggling or need help – you must communicate
-  Consider what is right for the school/Trust and be flexible and adaptable when needed







Attitudes

-  Have and maintain a positive attitude
-  Don't be afraid to ask for help. Our vulnerabilities are the thing that makes us stronger if we embrace them
-  Be open minded to feedback – it is constructive and not meant in a negative way.
-  Feedback should be embraced as it is there to help and develop us
-  Embrace support you receive as it helps us to develop
-  See change in a positive way as it is a means of development
-  Trust in yourself and in others
-  Trust your own abilities and those of others
-  Embrace challenge and get excited by it – taking yourself out of your comfort zone can lead to development


























Behaviours

-  Treat others as you would wish to be treated
-  Consider the needs of others
-  Consider how your words and actions may affect others
-  Be open to others and consider how approachable you are
-  Make time to listen to others and show you care
-  Make sure others are ok – check in with each other
-  Help when those around you are struggling
-  Use open body language as this can put others at ease
-  Smile – it costs nothing and it makes others feel at ease around you
-  Lead with kindness – we want everyone to succeed
-  Not everyone can be our friend, in life we won't get on with everyone we meet, however we can be kind and show tolerance
-  Accept others for who they are. People act in different ways, consider their intent as the inspire community do not have intent to upset others. Understand and communicate how behaviours make you feel
-  Celebrate each other's uniqueness and accept it
-  Treat ourselves with compassion and understand that our own well-being is important and so is work life balance




















Attitudes

-  Be kind to yourself
-  Share your problems and share those of others – a problem shared is a problem halved
-  Understand that it's sometimes ok not to be ok
-  Understand that we have different needs at different times
-  Try to see the bigger picture as there are always reasons for behaviours. There could be something going on we don't know about
-  Have a non-bias attitude and do not compare people
















Community

| Behaviours | Attitudes |
|---|--|
| <ul style="list-style-type: none">  Take responsibility for your own actions. Acknowledge when you have made a mistake or have done wrong and most importantly, apologise – even if your intention didn't match the outcome  Look out for each other and try to help  Show appreciation for one another  Show each other we care  Share responsibilities as a team – we are all in this together  Value everyone within the school/trust community. We all play a part in making our schools the best they can be  Celebrate the success of others  Contribute to the development of the school/Trust in any way you can or that is appropriate to the role – we all have shared goals  Embrace change and work on the development of the school together  Know the strengths and skills of those around you and utilise them  Actively seek opportunities for collaboration – working together improves results  Respect communal spaces and leave them clean and tidy  Build strong relationships with those you work with and enjoy spending time with them, both inside and out of school  Make everyone that works or visits our schools welcome  Have fun together – we don't exclude anyone  Don't walk past a problem  Communicate with everyone that needs to know | <ul style="list-style-type: none">  Everyone is of equal importance  Have a 'it is my job' attitude rather than 'it's not my job'  Value everyone  Value change and embrace it as a form of development  We all share the same shared values and ethos and this reflects in our attitudes  Be proud of our schools and our Trust  Desire to want to help everyone in our community no matter who they are – we all get stuck in  Have trust in one another |

Independence

| Behaviours | Attitudes |
|---|--|
| <ul style="list-style-type: none">  Be proactive and find things out or solve problems for yourself – don't ask for help until you have tried  Do ask for help after trying first  Make decisions for yourself  Know your own strengths and weaknesses and develop both  Stand by your decisions and have courage in your conviction; however, be flexible if you think you have made a mistake or your decision was wrong. You may need to try another way  Take ownership of your own actions and behaviours, we are all accountable  Learn from the mistakes we make  When having a different viewpoint, compromise so you take into account the views of others  Act upon feedback – it is the best way to develop  Be self-organising  Be self-regulating and reflect on our own behaviours  Accept responsibility for constantly taking steps to improve performance  Manage own time effectively – productivity can be improved when ways are found to do things in an easier way  Work towards deadlines as failure to do so can have a negative impact on the team or the school/Trust | <ul style="list-style-type: none">  Have a desire to want to do things for yourself  Be self-motivating  Be open to new opportunities as we learn from new things and experiences  Challenge yourself while knowing your limitations  Trust in your own initiative |

Aspiration

| Behaviours | Attitudes |
|--|--|
| <ul style="list-style-type: none">  Independently seek new opportunities  Set challenging goals and motivate yourself to work towards them  We strive to continue to improve and seek new ways of doing things  Observe excellence in others and learn from them  Ask for help if you find something hard  Show an interest in new things and new learning  Use research to help you learn  Be self-reflecting  Share expectations clearly with each other to enable everyone to succeed | <ul style="list-style-type: none">  Have a desire to be the best you can be  Have self-belief  Don't be risk adverse  Don't let external factors stand in your way of success or trying new things  Have an appreciation of time factors – give yourself enough time  Always give your best effort |