

Team Ringwood- Cultural Fit Statement

We work as one team and we:

- ❖ Value working together, are committed to helping others and collaborating to achieve better outcomes.
- ❖ Value face to face communication as often as possible.
- ❖ Are proactive and visible, with a “See it, Sort it” approach.
- ❖ Appreciate that our jobs are challenging, mistakes do happen and that asking for support or telling someone that you are finding something difficult is not a sign of weakness but an opportunity to develop and find support when needed. We commit to looking out for signs that others may be struggling and offering help as well as asking for help when needed.
- ❖ Are inclusive, consistent, fair and positive in our behaviour management approach for all children.
- ❖ Have high expectations for all, using school processes to eliminate low level disruption; promoting great teaching and learning.
- ❖ Are trained and supported to deliver high quality learning and who take responsibility for our own professional development.
- ❖ Are enthusiastic about our profession, take and make no excuses and who want the best outcomes to maximise the life chances of the students in our care.
- ❖ Are in class, with our regular classes, as often as possible.
- ❖ Have positive, caring, supportive, trustful and respectful relationships with everyone in the school community. We want our school to be a beacon of humanity at all times.
- ❖ Value recognition and actively celebrate the success of our students and colleagues.
- ❖ Embrace an open door culture, where dropping into a lesson is the norm.
- ❖ Share their work with pride and generosity; and take responsibility for asking for help where we need it.
- ❖ **Endeavour to bring our best everyday.**

How do we support our staff?

- A team of Mental Health First Aiders
- A wellbeing library for staff
- Ongoing training and resource materials on aspects of wellbeing
- Regular wellbeing surveys and action on results
- Support so that you can be present for the important things in life like your child's sport day; a nativity performance or supporting a loved one with an important appointment.
- Time away from the workplace for leaders to work on strategy
- External supervision for staff in key roles – pastoral work; safeguarding and the LAC team.
- Free confidential counselling
- Return to work conversations when you have been unwell to check that you are well enough to be back