

Codified Behaviours

To support a consistent and positive culture across the Ascend community, we've clearly defined a set of behaviours that reflect our shared values. Codifying these expectations helps ensure consistency across communities, provides clarity for all colleagues, and fosters a respectful, supportive environment where everyone feels valued.

Compassion

- **Compassionate Communication** - Staff listen actively and respond with empathy to ensure students, parents and colleagues feel heard, valued and supported.
- **Empathy in Practice** - Employees proactively acknowledge individual struggles and provide support tailored to each person's needs, fostering emotional awareness and social responsibility across our community.
- **Inclusive Culture** – Staff create a sense of belonging for all members of our community.
- **Curriculum with Care** - Employees proactively design and deliver learning that builds empathy, understanding and respect for different values and cultures.
- **Wellbeing and Balance** - Staff show consideration and compassion for their own wellbeing, that of the Ascend community.

Aspiration

- **Growth Mindset** - Staff encourage continuous improvement by inspiring curiosity, ambition and the belief that everyone can achieve their best.
- **Innovation and Creativity** - Employees actively explore new ideas and approaches to enhance their work and expand opportunities for learning and growth.
- **Celebrating Success** – Achievements are recognised, to build confidence and motivate progress.
- **Recognition and Encouragement** - Employees regularly acknowledge contributions and efforts, creating a culture where everyone feels valued and inspired to grow.
- **Broadening Horizons** - Staff nurture dreams and goals by making aspiration feel real and achievable, opening doors to future opportunities through inclusive and inspiring experiences

Respect

- **Professional and Courteous Conduct** - Staff engage with others with kindness, professionalism and awareness of individual stories, setting a

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- **Valuing Different Perspectives** - Employees encourage open dialogue, listen actively and respect differing viewpoints, using inclusive resources and promoting thoughtful discussion.
- **Inclusive and Safe Environments** - Staff consistently create spaces where everyone feels valued, safe and able to contribute, demonstrating respect for self, others and the learning environment.
- **Curiosity and Consideration** - Employees inspire curiosity and help develop well-rounded individuals who are considerate of others, their communities and the wider world.
- **Constructive and Fair Practice** - Staff resolve disagreements maturely, uphold shared expectations and support reasonable flexibility to enhance wellbeing and productivity.

Dedication

- **Commitment to Excellence** - Staff strive to deliver the highest standards in their work by reflecting and refining their practice and supporting others to do the same across the organisation
- **Professional Reliability** - Employees proactively demonstrate dependability by being punctual, consistent and fully engaged in their responsibilities.
- **Empowerment Through Growth** - Staff invest in their own development and actively support the growth of others through learning, mentorship and shared opportunities.
- **Modelling Resilience** - Employees are proactively persistence by staying reflective and positive when facing challenges, encouraging others to do the same.
- **Perseverance in Practice** - Staff create environments where others are supported to work hard, overcome setbacks and keep going to build essential life skills

Integrity

- **Transparency and Honesty** - Staff communicate openly and truthfully, modelling moral courage and aligning actions with values across all aspects of their work.
- **Accountability** - Employees take responsibility for their actions, admit mistakes and seek solutions, modelling honesty and ownership in everything they do.
- **Fairness and Integrity** - Staff act with ethical intent, treating everyone with equity and respect, and making responsible decisions that reflect the values we model and uphold.
- **Reflective Practice** - Employees regularly assess and reflect on their work to ensure it remains relevant and aligned with the needs of the whole school community.
- **Supportive and Safe Culture** - Staff foster a workplace where individuals feel safe to voice concerns, uphold principles and grow with confidence, mirroring the environment we aim to create for students.