

THE WESTGATE SCHOOL

Hampshire's First 4-16 'All Through' School

*"The Westgate School is a community of learners where partnerships inspire success for all:
learning together – achieving excellence"*

Headteacher: Mrs F A Dean, MA (Ed)

The Westgate Team: Learning Together – Achieving Excellence

Working in any place where one is not aligned with the culture is a miserable experience so at The Westgate, we are transparent with all colleagues about what it means to join our team.

My commitment is to maintain a relaxed and collegiate culture in our school in which ideas are shared unselfishly, problems are acknowledged without fear, and everything that we do is in the spirit of professional generosity – especially in times of challenge. Regardless of job title, every person is entitled to be treated with kindness and respect so that our partnership remains strong and so that we are able to do the best for our pupils. It is my firm belief that the wellbeing and success of pupils is intrinsically linked to that of adults in our school: everybody matters.

At The Westgate, we share the following beliefs and expect all colleagues to align their practice accordingly.

Beliefs:

- It is a privilege to work with young people;
- Adults are more experienced learners and will continue to improve their skills as leaders of learning;
- Teaching and working in a school requires dedication and sweat – but must never be at all costs;
- Adults have the right to be treated with respect by parents, pupils and fellow colleagues;
- Everybody has a responsibility to be professionally generous in their approach and always seek to help, to understand and not to blame.

Practice:

- We use the relevant standards and role profiles to review and improve our practice;
- Feedback will be honest and fair, enabling the receiver to move forwards;
- We will always speak with kindness and respect, especially in times of disagreement;
- Disagreement or complaint on any matter will be managed by everybody under the principles of right person, right time, right place;
- Being literate and numerate is a basic right of every child and all adults are teachers of these skills;
- We are all teachers of the whole child: cultural, social and emotional development is as important as subject knowledge;
- Our school's core pedagogy will be practised by all to ensure equity of provision for every pupil;
- We will all support the School's policies in practice so that we are supportive of each other and that every pupil and their parents/carers understand what is expected in our school.

Fae Dean, September 2018

Headteacher

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