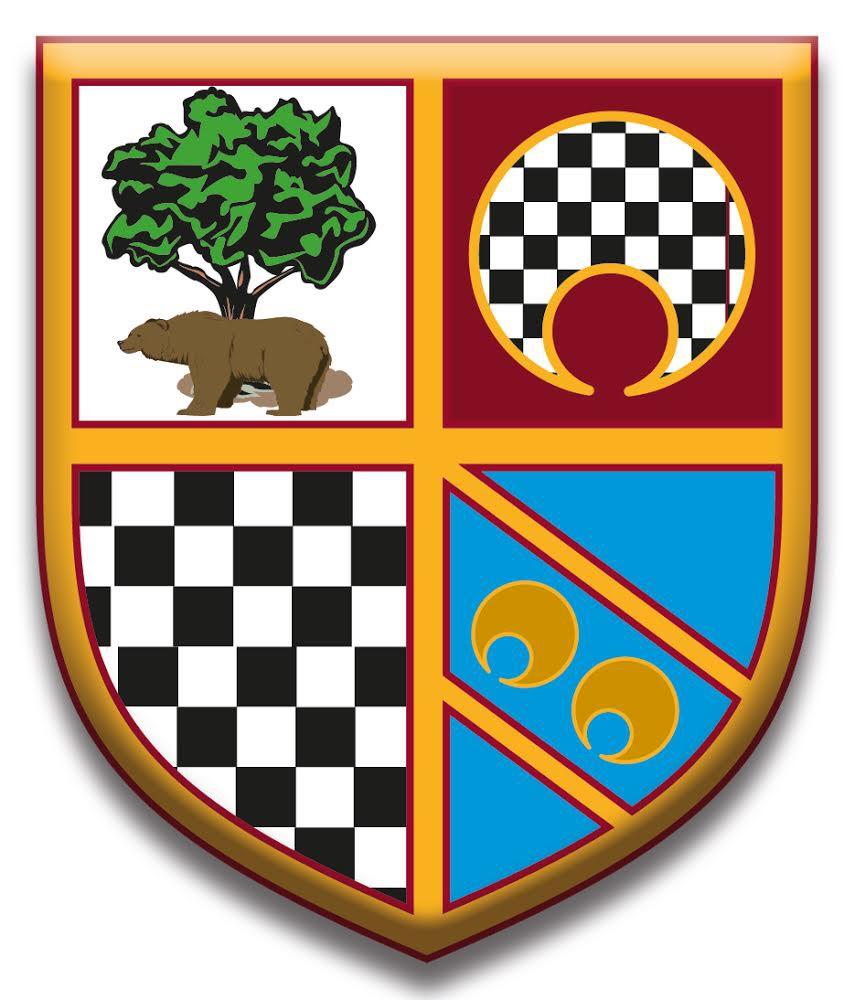
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**Saint Francis Xavier’s College**

**Culture Code**

***…life in all its fullness.’ (John 10:10)***

We want you to work in a school where you feel aligned with the culture. We also want staff to feel they are in tune with our Catholic ethos, culture, values and vision and thus will support our college to continue to improve. Working in a school where you are not in tune with the culture is a miserable experience.

* We are a family, we believe in a strong sense of community amongst pupils and staff and we value this throughout the college through our Catholic and specifically Xaverian values
* We like young people, value their feedback and acknowledge that they are at the heart of everything we do
* We believe in high quality teaching
* We believe in a safe working/learning environment
* We believe that there are no barriers to progress for pupils or staff
* We believe in working hard, working together and keeping to all deadlines
* We believe in developing the whole child, not just their academic skills & knowledge
* We believe in evidence-based research
* We believe we are young & vibrant as a college, no matter how old the building becomes!
* We acknowledge that we all make mistakes but we learn from them.
* We acknowledge that parents/carers and families are key in helping us improve
* We value feeling happy and having dignity at work
* We believe in upholding the dignity of all pupils
* We believe in collaboration between all staff, acknowledging that we all have a part to play
* We believe in being outward facing, sharing our experiences and promoting our college for the benefit of others
* We believe that literacy and numeracy are the key to pupils making good or better progress in our college
* We believe in ‘growing our own’ teachers and leaders for tomorrow
* We believe dedication, hard work, support and guidance develops teacher effectiveness more than performance related pay does
* We live by our values

Saint Francis Xavier’s College remains ambitious for our pupils and for our college and we are excited about the journey ahead.

Signed: Date: