



St Margaret's Primary Academy - Cultural Fit

Working in a school where your values are not aligned is a miserable experience. So we BOTH need to have alignment if you come to work here.

Please consider our Cultural Fit and our Core Values, make sure that it is a good fit for you and that you can align yourself and be held accountable to them.

1. Safeguarding is at the heart of everything we do.
2. We believe that we all have a professional obligation to improve as teachers.
3. We believe that every child deserves a champion.
4. We believe in a culture of the possible, where we can all make progress beyond what anyone, including ourselves could have imagined.
5. We believe that truly great teaching is that which improves students' progress.
6. We believe an evidence-informed approach to teaching and learning helps to identify what works best in the classroom.
7. We believe that determination and perseverance is the key to success for staff and students.
8. We believe in creating the conditions and the environment for staff and students to grow.
9. We believe basic literacy and numeracy are essential to students making good progress.
10. We believe in teaching key issues; Diversity, Sustainability and Iconic/Influential People through our curriculum and offer a world view and high standards of personal development and SMSC to all our children.
11. We believe that feedback should be timely and respond to the needs of the individual.
12. We value generosity of spirit and positive reframing.
13. We acknowledge that we all make mistakes.
14. We value those who are able to learn from their mistakes.
15. We live by our core values, for staff and students these shape our core purpose.



Core Values:

Staff and Pupils' Wellbeing is threaded through all of our core values.

Safety

- Safety is our number 1 priority
- *We keep ourselves and each other safe*
- We ensure our actions make others feel safe
- We understand how to stay safe online

Ready to Learn

- *We meet each opportunity with a learner's mindset*
- We are always ready to learn more
- We learn as much from our setbacks as we do from our achievements
- We are resilient and persistent learners who take risks
- We actively pursue growth and learning
- We embrace and drive new ways to learn and grow

Working Together

- *We help each other and are kind*
- We collaborate as learners
- We are curious innovators
- We work together to support our community
- We work together to build understanding and democracy
- We work together to create a better future for our planet

High Expectations

- *We believe in ourselves and others*
- We are mindful of each other
- We take pride in our work
- We persevere with a challenge
- We are reflective

Integrity

- We are honest
- *We are driven by our values and core purpose*
- We take responsibility
- We hold ourselves and others accountable