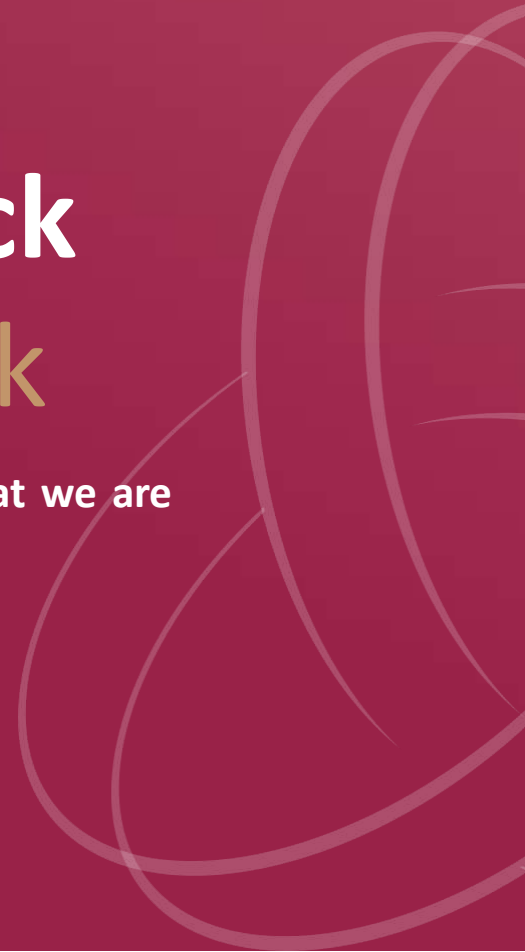


Dean Trust Ardwick

Culture Framework

This document communicates who we are, what we are about and what we value.



Core Purpose

Our core purpose is the reason why we exist. It provides a clear direction for the school and it helps us to identify where we should focus our energies. Dean Trust Ardwick's core purpose is:

Empowering all pupils to find their purpose and thrive as citizens of the world.

What does our core purpose mean?

- *'Empower'* - instilling the belief that pupils' futures are not predetermined and down to their own choices.
- *We 'empower'* - our pupils with the knowledge of society and the wider world to allow them to understand it, navigate it and positively contribute to it.
- *'to find their purpose'* - we guide our pupils to discover their passions and the positive difference they will make to the world.
- Our pupils should transcend success. *'Success'* suggests a finite destination whereas *'thrive'* suggests a continuous state, enabling pupils to respond to/meet/overcome the challenges they will face throughout life.
- *'citizens of the world'* - first and foremost our pupils should see themselves as valued members of the human race, who, by pursuing their varied goals positively contribute towards shaping society.

Vision

Our vision articulates how we intend to realise our core purpose and it highlights our medium to long-term aspirations. We plan to bring our purpose to life by:

Providing pupils with a curriculum which exposes them to powerful knowledge, places them on an ambitious pathway and develops the character traits needed to seize the opportunities that exist.

This is enabled and underpinned by our culture and climate.



Pictured: Our 2021-22 Head Boy and Head Girl

Culture

- Culture underpins and enables everything we do.
- As a school we are explicit about the culture we want to create and use it to determine the way we act and make decisions.
- Culture is everyone's responsibility.
- Culture is the standards and values we live by.

Our Desired Culture

- A truly inclusive school that creates a sense of belonging and where everyone feels valued.
- Highly effective relationships at the heart of what we do.
- A place full of energy, passion and people enjoying being at school.
- A clear sense of purpose that orientates behaviour and provides clear direction for our work.
- The school's values are lived out consistently - and challenged when not.
- A strong reputation within the local community.

Culture is the standards and values we live by.

Values

We have identified four core values; **belief, trust, growth and recognition.**

Since the school's inception, these values have come to the forefront and have started to become intrinsically linked with how we run the school. Furthermore, we believe that we have recruited individuals that are predisposed to share these values.

Belief - We have an unwavering belief that we can and will make a difference to the lives of our young people.

Growth - We invest our efforts in what makes a difference to the school and pupils.

Trust - We put relationships at the heart of what we do.

Recognition - We recognise and celebrate when individuals live out our values and contribute to the school's purpose.

Visible Behaviours

We aspire to be values-driven so that **belief, trust, growth** and **recognition** play an active role in how we run the school and how we fulfil our individual responsibilities.

We have to do the difficult work of holding ourselves and others accountable for showing up in a way aligned with these values.

To support this ambition the staff at Dean Trust Ardwick have had devoted time to operationalising these values into behaviours that are observable and teachable.

Belief

- We are passionate about our work and approach it with a 'can-do' attitude.
- We are committed to modelling, communicating and promoting the routines and habits for excellence.

Growth

- We embrace the professional responsibility to continually improve.
- We challenge ourselves and each other for growth.
- We invest our efforts on what makes a difference - success is about doing the right thing not about doing everything.

Trust

- We build trust by doing what we say we will do.
- We seek and give feedback with honesty, openness and courage.
- We are supportive, transparent and understand that everyone acts with the best of intentions.

Recognition

- We go out of our way to recognise the value someone brings to the school
- We choose to express gratitude and show appreciation for each other.



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