

Encourage Help Achieve Nurture



ENHANCE ACADEMY TRUST

THE ENHANCE WAY

*Helping us to
inspire success
and excellence*

Our Mission defines who we are:

‘We are a family of schools who exist to inspire each pupil to believe in themselves so they experience great success through our commitment to excellence’

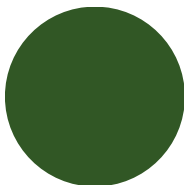


OUR VISION IS SIMPLE:

To deliver outstanding opportunities to all of our pupils.

This booklet will help you to understand our values and behaviours and the way we act and make decisions as a team and as a family of schools.

We believe that by adhering to our vision and working with our values in mind we can behave in a way which will ensure the right results for the people that matter most – our children and their families





OUR VALUES MATTER AND UNDERPIN EVERYTHING WE DO:

‘Our values represent the culture we aspire to every day – guiding our actions, building trust and helping us to always be ‘our best’.





LIVING OUR VALUES EVERYDAY:

Encourage

We help our children to feel confident in their own abilities and give them the confidence they need to be the best they can be.

Help

We make all things possible for our children by giving clear advice and guidance throughout their time in our care.

Achieve

We are committed to creating a culture where every individual is encouraged and supported to achieve their full potential.

Nurture

We show our children care and patience whilst they learn, grow and develop.

Church of England

We recognise through faith, and the Church of England, how we can give a better start to our children through the development of academic rigour and through the development of well-rounded personalities.



OUR BEHAVIOURS REINFORCE OUR VALUES:

Our behaviours help us to be consistent in everything we do and say. They exist to hold ourselves and others to account.

Each of our values leads to a set of key behaviours. They reflect the Enhance Way and help bring it to life. These behaviours create the foundation to work together as one unified team to make our values matter



Behaviours associated with ENCOURAGE

- We build positive relationships.
- We foster a positive learning environment where our children feel safe to take risks, make mistakes and learn.
- We always use positive language and provide positive feedback to our children.
- We acknowledge and praise specific actions, efforts and desired behaviours even if the outcome isn't perfect.

Behaviours associated with HELP

- We work together to achieve a common goal.
- We offer our time, effort, support and expertise to ensure that our children flourish.
- We consider others and provide opportunities for success.

Behaviours associated with NURTURE

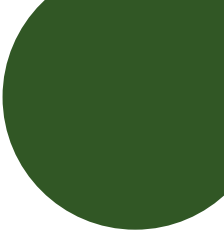
- We pay attention to our children's emotions.
- We create spaces where children and adults feel comfortable to take risks and express themselves.
- We model positive behaviours such as kindness, empathy and conflict resolution for our children to learn from.

WE ARE ASPIRATIONAL FOR ALL CHILDREN

WE ARE DRIVEN BY A CLEAR PURPOSE:

To offer high quality
educational
opportunities to all of
our children





OUR TONE OF VOICE:

Our tone should be...

Knowledgeable

Confident

Supportive

Friendly

Professional

Caring



WE BELIEVE THAT:

How we interact with each other determines the level of success that we can achieve.

We show respect to all.

We promote equality for all.

We take responsibility for our actions.

We strive to make a difference.

We seek continuous improvement.

We value teamwork.

We are driven.

We listen.





‘Every child deserves a champion : an adult who will never give up on them, who understands the power of connection and insists they become the best they possibly can be.’

Rita Pierson, Educator



