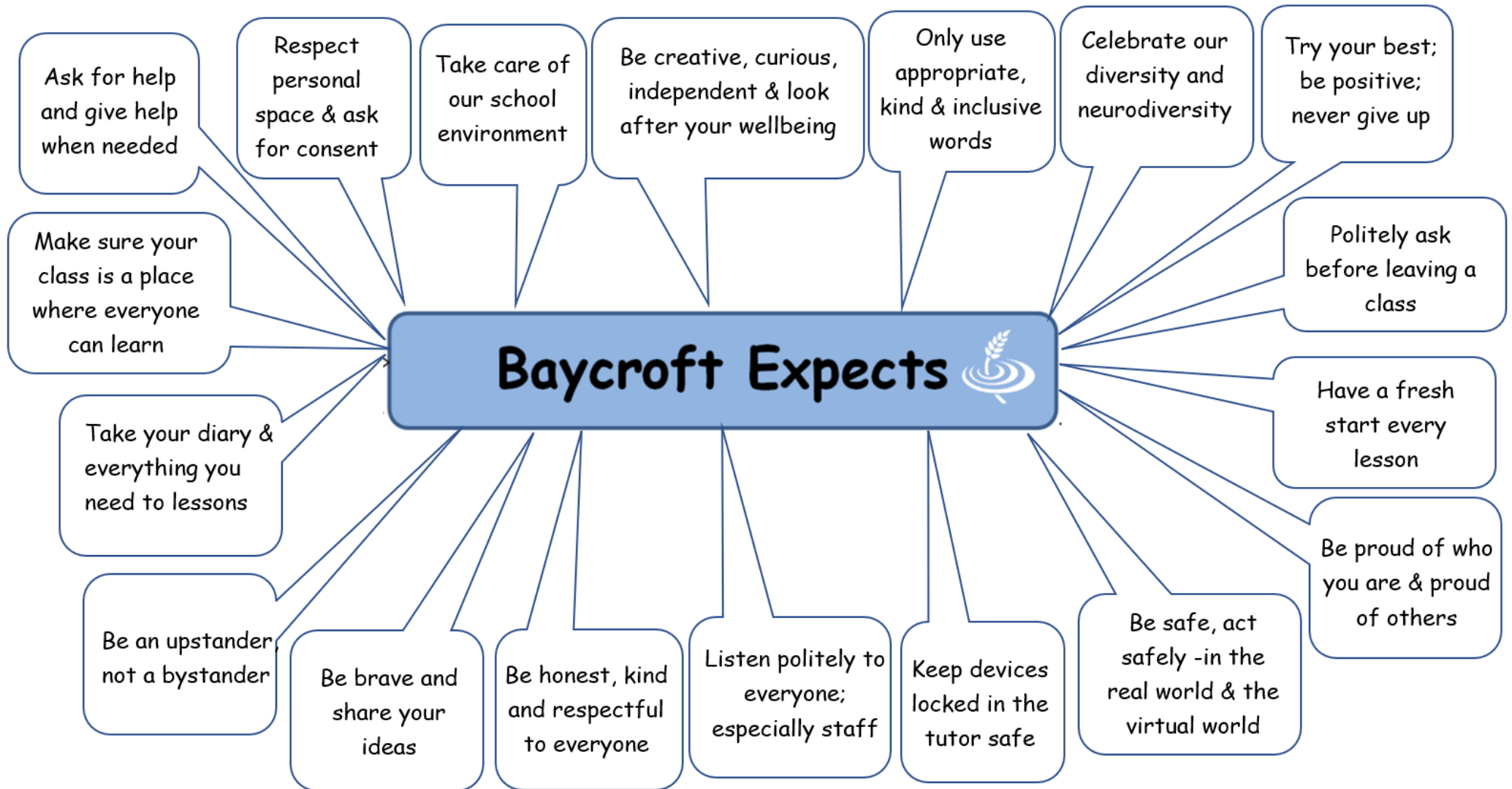


Students



BAYCROFT STAFF EXPECT FROM OTHER STAFF
We will respect and foster our relationships by...

...above all...
showing
KINDNESS

...harnessing the power of an aligned team; having one goal; doing everything in the best interests of our children.

...being on time wherever and whenever we are expected to be. Respecting each other's time.

...taking collective responsibility for both tasks and physical areas in school which do not have a defined ownership – for the good of all.

...welcoming, including and celebrating all types of diversity; upholding the dignity of every member & respecting differences of thoughts and beliefs within our team.

...communicating respectfully, honestly, effectively and promptly, using appropriate, inclusive language.

...showing professional trust and respect. Seeing and believing the best of each other. Recognising things to celebrate in each other and making sure we say it.

...talking **to** each other and not **about** each other. If it's not necessary, kind or true, we won't say it.

...being ambassadors for our community; in our conduct, in our presentation, in our language, in the way we talk about and go about our work.

...being a better team than yesterday, learning and growing through quality CPD for all; generously sharing skills & expertise; developing & encouraging each other.

...being upstanders, not bystanders. Modelling the moral courage we expect from our children when we know something isn't right.

...valuing the inclusive nudge when given - and caring enough to give one when needed.

...giving second chances and the benefit of the doubt; understanding that we are all on our own journeys.

...restoring and repairing dented relationships promptly and sincerely through restorative principles.

Baycroft Students Can Expect from Staff...

Always to be treated as individuals, with understanding and empathy for our personal needs and circumstances

Always to receive consistent treatment with clear boundaries and expectations as well as honesty and kindness appropriate to our needs

Always to be spoken to respectfully; maintaining our dignity. Always to be spoken **to**, not **about**. Our mistakes and failings always discussed privately - not in front of others

Always to receive high quality teaching which develop knowledge and skills according to our needs

Always to be kept safe by staff - on the inside as well as on the outside

Always to see transparency and fairness - NOT necessarily treating everyone the same

Always to have our strengths, talents and positives found, built upon and celebrated - no matter how small

Always to receive unconditional forgiveness, with adults modelling for us how to apologise and to be safe to learn from mistakes

Always to be welcomed with a smile - to school, to a classroom or an office

Always to have the best seen in us and the best believed about us

Always to be given opportunities and experiences to prepare for our life beyond Baycroft and to develop our independence

Always to be helped to make and develop friendships and our sense of community and belonging, regardless of our behaviour

**Above all...
KINDNESS!**

Always to rehearse appropriate relationships and forms of address with us

Always to be listened to - whether communicating with behaviour or with words