

Hampton Gardens

Hartland Avenue, Hampton Gardens, Peterborough, PE7 8HR



**Second in Maths
Recruitment Pack
April 2023**



Hampton Gardens School

Hartland Avenue, Hampton Gardens, Peterborough, PE7 8HR.

Hampton Gardens is an 11-19 free school which opened in September 2017 to an initial intake of 180 Year 7 students. When full, the school will accommodate 1200 students in years 7-11 and 300 students in Sixth Form.

Hampton Gardens is part of the Hampton Academies Trust who also run the highly successful and popular Hampton College all-through school, Hampton Lakes Primary School and Dogsthorpe Infant School. HAT schools have very close links and some shared staff.

Required for September 2023

Second in Maths TLR 2b (currently £5,022 per annum)

This role provides an exciting and rewarding opportunity for a Second in Maths to join Hampton Gardens from September 2023.

We welcome applications from candidates who:

- Possess the ability to inspire and motivate, and who have a passion for teaching and learning.
- Have consistently high expectations with the drive to help all students achieve their full potential.
- Are an exceptional team player and who enjoys supporting and working collaboratively with others.
- Have the skill to form positive relationships for learning with all staff, students and parents.
- Share our vision to deliver outstanding education for children and young adults and the commitment to make a difference to outcomes and achievements of students who attend HAT schools.

What we can offer you in return:

- A fantastic working environment where students are enthusiastic and want to learn. All our schools have modern buildings, with light and airy classrooms, outstanding facilities and are situated at the heart of the community.
- We value our staff and recognise the importance of providing ongoing training opportunities. As a growing Trust we are also able to offer opportunities for promotion and fresh challenges as new roles arise regularly.
- Our active Staff Wellbeing Group creates an effective channel for staff to be heard, and underpins our commitment to cultivating a supportive working environment which allows staff to flourish and achieve their full potential.
- Our extensive induction programme supports staff every step of the way.
- Full access to the Health Assured Employee Assistance Programme which is designed to help staff deal with any personal or professional problems. Staff have access to free legal advice, medical information, counselling sessions, online self-help tools, factsheets and the wellbeing portal.

For further details please visit the HAT website: <http://www.hamptonacademiestrust.org.uk/jobs/>

Closing date: 9.00am on Tuesday 9 May 2023

We reserve the right to close this vacancy early if we receive a high volume of suitable applications. Therefore, if you are interested, please submit your application as early as possible.



Letter from Head of School

April 2023

Dear Applicant

Thank you for your interest in our permanent position of Second in Maths at Hampton Gardens.

This is an exciting opportunity for those wishing to develop their career to work closely with the Director of Maths and to have significant input into the development of the maths department.

The successful candidate will be an inspirational teacher with a proven track record of leading students to achieving outstanding results. They will embrace creativity, innovation and will always be looking for the very best practice in teaching. The Second in Maths will be required to take a form tutor role and contribute to the wider life of the department and school.

Our recruitment pack gives details of the post, the recruitment process and also the history and development of Hampton Gardens and Hampton Academies Trust. I hope you will be inspired to apply for this exciting opportunity and look forward to receiving your completed application.

In the meantime, if you have any queries or would like to arrange a visit to the school before the application deadline, please contact our HR Department on hr@hamptonacademiestrust.org.uk.

Yours sincerely

Kevin Ainslie
Head of School



Information about Hampton Academies Trust

The **Hampton Academies Trust** was formed in September 2014 when Hampton College became a convertor academy and formed a multi-academy trust. One of the drivers for conversion was to allow us to bid for other local opportunities. In September 2015 following a competitive bid process, we were named by Peterborough City Council and Cambridgeshire County Council as the preferred education provider for the new secondary school in the locality, Hampton Gardens.

The name of the trust reflects our local focus and we have no current plans to expand our operations beyond the Peterborough area. We are not a corporate MAT (and do not want to be) and neither are we part of a regional/national chain. Our vision is to retain our 'homegrown' status and manage our growth in a sustainable way. We believe that MAT working can be most successful when you concentrate on what you know best, in the community you are invested in.

Other Hampton Academies Trust Schools:

Hampton College
Hampton College Primary Phase
Hampton Lakes Primary School
Dogsthorpe Infant School

Vision and Values

Our vision as a Trust is to meet the needs of our students and equip them to fulfil their potential.

We value people:

- Our schools will be welcoming places, at the heart of our community, valuing all people and their talents, beliefs and cultures equally;
- Students will feel safe and respected as individuals at school; they will feel happy to come to HAT schools to learn;
- All staff will feel valued, informed and involved in decision making;
- Parents and carers will feel well informed, and involved in their child's education.
- We recognise families as sources of love and care for their members, and as the basis of a society in which people care for others.

We value learning:

- HAT schools will provide for high quality teaching and learning, involving challenging and enjoyable activities; this will enable our students to think, and to produce high quality work;
- Our curriculum will cater for a wide range of ability and talent, and will provide students with a broad, general education of the highest quality. We will provide an outstanding choice of extra-curricular activities.

**We value positive behaviour:**

- HAT schools will have a positive ethos, which emphasises respect, responsibility and participation;
- Students will be encouraged to grow spiritually, morally, socially and culturally;
- We will place a high emphasis on maintaining positive relationships with students based on honesty and fairness;
- We will expect all members of the HAT school community to act with courtesy, respect and good manners;
- We will emphasise the pleasure in learning, and we will do our best to make sure that fun is part of the experience for all at HAT schools.

We value health:

- HAT schools will promote the importance of healthy living, and we will emphasise its impact on learning;
- In all areas of operation, HAT will stress the importance of healthy eating; students will be encouraged to drink water in most classes;
- All school sites are no-smoking areas at all times;
- We believe that the health and safety of students, staff and visitors are of paramount importance, and they will always be our first considerations;
- We will work with students, parents/carers and relevant external agencies to promote safe travel to and from school;
- In the interest of safety, students will receive clear messages about items that should not be brought onto HAT premises, or on school visits.

We value leadership:

- HAT schools will be well governed, managed and led, having excellent relationships with other schools and agencies. Resources will be used effectively to support learning;
- Students will be offered opportunities to show responsibility, and to develop leadership skills.

We value our community:

- HAT schools will emphasise the opportunities and responsibilities that life in a large community can bring;
- We will make our facilities available to members of our community for learning and for leisure;
- HAT schools will enhance community life;
- Students will be made aware of the positive roles they can play in our global community;
- Students will learn to respect religious and cultural diversity.

We value our environment:

- We will provide an outstanding learning environment: stimulating, colourful and well cared for;
- Students will learn to respect their environment at a local, national and international level.



We value the future:

- We will develop the next generation of citizens and leaders, willing and able to play active roles in their communities;
- We will lead out into the world young people who feel positive about themselves and demonstrate a passion for life, who respect the rights of other people and who are ready to make their mark.

Information about Hampton Gardens

Hampton Gardens is an 11-19 free school, which opened in September 2017. When full the school will accommodate 1200 students in years 7-11 and 300 students in Sixth Form.

Hampton Gardens operates its Sixth Form jointly with Hampton College, which is located on a neighbouring site. Students are able to access courses and provision available in both schools. It is planned to expand Sixth Form provision over the coming years with full capacity expected by approximately 2023/24.



Hampton Gardens' Facilities

Hampton Gardens is a new school which was handed over to the Trust in August 2017. The state of the art school buildings and grounds include the following design features:

- A full size floodlit 3G all-weather pitch, suitable for a range of sports
- An auditorium for performances and assemblies, with retractable seating
- A stunning double height library/learning resource centre at the heart of the school
- An exceptionally well-equipped Science department, including show laboratories for regional events





- An outside amphitheatre and attractively landscaped grounds for sport and for students to enjoy at break and lunchtimes



Classrooms are airy and light and are all equipped with interactive facilities. The school hall provides an impressive public space, with seating capacity for 400 people; the grounds are attractive and spacious and are utilised well at break and lunchtimes in fine weather.

Vision and Values: Since opening the trust’s first school, we have emphasised two key themes: ‘People’ and ‘Learning’. We believe that positive working relationships are the key to effective learning, and we work hard to ensure that students and staff feel safe, valued and happy in their work.

Ofsted

Hampton Gardens School was visited by an inspection team from Ofsted in November 2021 and this was the school’s first inspection. We can confirm that the rating for Hampton Gardens from this latest inspection is Good. The full report is available online.

Curriculum Plan: The curriculum for Key stage 3 is largely the same as that at Hampton College (see prospectus or school website). Over time, Hampton Gardens will offer KS4/5 options which complement Hampton College and allow all trust students access to a wide and stimulating range of courses and extra- curricular opportunities across the two schools. The Sixth Form is run completely collaboratively with Hampton College. Every effort is made to offer a strong extra - curricular programme in a range of areas. There is also an enrichment week at the end of the summer term, which will include the possibility of residential trips abroad and in the UK.

The School Day: All lessons are one hour.

8.30am	Morning Registration/Assembly
8.45am	Period 1
9.50am	Period 2
10.55am	Morning Break
11.15am	Period 3
12.20pm	Period 4
1.25pm	Lunch Break
2.05pm	Period 5 (Afternoon Registration)
3.10pm	End of School

Community: Hampton Gardens continues to make an important contribution to putting ‘heart and soul’ into the new Hampton East development, and bringing the community together. We are a venue for learning and leisure and have contracted a third party provider, School Lettings Solutions to co-ordinate and manages our facility lettings. We currently accommodate an extensive number of sporting groups, clubs and community activities. We also work in partnership with Vivacity, who operate a public library and sports centre on our Hampton College campus.



Curriculum

Below are the details for Hampton Gardens' Key Stage 3 provision.

Key Stage 3

Students have 25 one-hour lessons each week. The timetable is run over a one-week cycle and the allocations of time to subjects are:

National Curriculum Core Subjects

	English	Maths	Science	ICT
Year 7	3	3	3	1
Year 8	3	3	3	1
Year 9	3	3	3	1

National Curriculum Foundation Subjects

	Tech	PE	MFL	Drama	Music	RE	Hist	Geog	Art	PD
Year 7	1	2	3	1	1	1	2	2	1	1
Year 8	1	2	3	1	1	1	2	2	1	1
Year 9	1	2	3	1	1	1	2	2	1	1

Key Stage 4

In Year 10 students follow a two-week timetable with 25 one-hour lessons a week. Their curriculum is made up of the core curriculum (Essential learning) and four option choices (Additional learning) which are selected during Year 9.

Core Learning

All students are taught a core programme which we refer to as Essential Learning. These are the subjects and skills that are statutory for all children aged 14-16, with the addition of English Literature, which is studied by everyone.

Core Learning comprises:

- English (GCSE)
- English Literature (GCSE)
- Mathematics (GCSE)
- Science (double award - 2x GCSE)
- Personal Development (PD)
- Religious Studies
- Physical Education (Core PE)

Additional Learning

We want our students to be committed to their subjects and so we allow them to choose the four subjects that make up their Additional Learning. Whilst we do give as much choice as possible, most students will be expected to take one EBacc subject from: History; Geography, Computer Science or a Modern Foreign Language (French or German).

We make every effort to ensure that students study the courses they opt for. Students can choose from a mixture of Vocational and GCSE courses with students being allowed to choose up to a maximum of 3 vocational choices.



The allocation of time to lessons over the two weeks is shown in the tables below:

Essential Learning: - 30 lessons a fortnight

	English/English Literature	Mathematics	Science	PD/RE	Core PE
Year 10 & 11	8	8	8	2	4

Additional Learning: - 20 lessons a fortnight

	Option 1	Option 2	Option 3	Option 4
Year 10 & 11	5	5	5	5

Key Stage 5

We offer a wide range of A Levels and BTEC Level 3 courses in our successful, inclusive Trust Sixth Form. We have 261 students in Key Stage 5 across our two sites. Around 90% of our Sixth Form students progress to Higher Education, with 24% going to Russell Group universities last year. The progress scores for our A-Level Sixth Form students across the Trust are regularly one of, if not the highest in the City and Region. Results last year put the Trust in the top 10% of the country for progress. Alongside academic success, most of our students take up student leadership roles and positions of responsibility within the school and the local community, ensuring that they leave Hampton Gardens as well-rounded young people, well-prepared for their journey into adulthood.

Key Staff

Kevin Ainslie - Head of School, Hampton Gardens

Kevin was appointed as the Head of School for Hampton Gardens in September 2022. Kevin has a background in Behaviour and Welfare from working across a number of Peterborough secondary schools. He has been a senior leader since 2010 having previously worked as a Vice Principal, Assistant Principal, Director of Sport and a specialist leader in education.

Kevin's experience of school leadership has provided the skills to continue the growth and development of Hampton Gardens. With a student-centred focus to removing barriers to learning and developing wide ranging experiences, Kevin is committed to working with all stakeholders to ensure that students of Hampton Gardens are fantastic young learners with exceptional opportunities for the next stage of their journey into further education and beyond.

Sharon Gilligan - Deputy Head of School, Hampton Gardens

Sharon Gilligan took up the post of Deputy Head of School in September 2018. Sharon has worked in Peterborough for over twenty years. Previously Sharon worked as an Assistant Headteacher in a local school, supporting students to achieve the best possible outcomes. In her role at Hampton Gardens, Sharon has overall responsibility for curriculum and student outcomes.



Atul Karia - Deputy Head of School, Hampton Gardens

Atul Karia took up the post of Deputy Head of School in September 2021. He has worked across 5 different schools and has been in Peterborough in the last 5 years working at St John Fisher Catholic High School. Atul has more than two decades of working pastorally supporting students to attend, behave and achieve in school. He has also worked with the SSAT on Vertical Tutoring and consulted in many schools to help them make the change. Atul has enjoyed developing students roles in school and ensuring that they become young leaders of the future.

Angela Roberts - Assistant Head of School/SENDCo, Hampton Gardens

Angela joined Hampton Gardens in April 2022 as Assistant Head of School/SENDCo. Angela has been an English teacher for 20 years and qualified as a SENDCo 6 years ago. Angela brings a wealth of experience and is passionate about meeting the needs of every child in the classroom.

Jody Lapish - Assistant Head of School, Hampton Gardens

Jody Lapish took up the post of Assistant Head of School in September 2019. Jody worked in the London Borough of Redbridge for 4 years as Lead Pastoral Leader before joining Hampton Gardens. Prior to this she has worked in Cambridgeshire carrying out the role of Head of Year for many years. In her role at Hampton Gardens Jody leads on Key Stage 3 behaviour, attendance and pastoral welfare, focusing on ensuring students achieve their aspirations and potential during their journey through their secondary education.

Holly Willetts - Assistant Head of School, Hampton Gardens

Holly was appointed as Assistant Head of School with responsibility for the development of Teaching and Learning across the school with effect from September 2020. Holly joined Hampton Gardens in September 2018 as Head of History, having been Head of History, Advanced Skills Teacher and Lead Practitioner in another Cambridgeshire school. Holly works with the whole school community to provide students with the skills and knowledge to achieve their future aspirations and prepare them to contribute positively to society.

Craig Young - Assistant Head of School, Hampton Gardens

Craig joins Hampton Gardens from September 2022 as Assistant Head of School with responsibility for Raising Standards, Timetables, and Intervention. Craig has over 20 years teaching experience within Maths and Physical Education. Craig has worked within Peterborough schools since 2002, most recently as a successful and well respected Assistant Headteacher at St John Fisher Catholic High School. Craig is a highly motivated and aspirational leader who has the best interests of students in everything he does.

The Trust Central Services team consists of Governance, Finance, HR, ICT and Site. Each department has their own office and key members of the team are based at Hampton Gardens School.



Dr Helen Price - Executive Headteacher, Hampton Academies Trust

Helen has been at HAT's first school, Hampton College, since it opened in 2005. She was the school's original Deputy Headteacher and took over as Headteacher in 2011. In 2014 when the school converted into a multi-academy trust, Helen became the Executive Headteacher. In January 2017 Helen relinquished the day to day running of Hampton College and moved across full time into her trust role.

Simon Walls - Trust Director of Sixth Form

Simon took up the post of Trust Director of Sixth Form in September 2019. Simon has worked in Peterborough schools for over twenty years. Prior to joining the Trust Simon worked in a local school as Head of Post 16 provision. This previous experience has been pivotal to providing a strategic vision for building the provision of HAT sixth form and preparing Hampton Gardens for the expansion of our post sixteen provision in September 2022.

The Department

The role of the Maths Department is to work hard to ensure that all students feel safe, secure in their learning striving to achieve academic excellence. The ethos is such that there will be a continuous drive for improvement and as a result we will continuously evaluate and develop the pastoral provision during the school's expansion over the coming years.

The team currently consists of a Director of Maths who reports to the Assistant Head of School who also teaches maths. Within the department there are 12 members of staff. Alongside this we will have a team of teaching assistants who will help students with specific SEND requirements so that they can remain in a mainstream classroom. The department will expand over coming years to cover teaching requirements as student numbers increase.

The school offers a wide range of extra-curricular music opportunities these include lunch clubs, school choir, private lessons and school performances.

The Maths Department will work closely with all other departments and the SENCO, they will be quick to support, as well as intervene where necessary. The department will have a real interest in driving and embedding our RECIPE for successful learning across the school. The team will be committed to provide outstanding pastoral care, guidance and support to ensure that each child achieves optimum progress in all their subject areas.

Safer Recruitment

Hampton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will require an enhanced disclosure from the Disclosure & Barring Service.

In accordance with Keeping Children Safe in Education, the school will consider carrying out an online search as part of the due diligence on shortlisted candidates.

For more information please refer to:

[Hampton Gardens Safeguarding & Child Protection Policy](#)



HAT Recruitment & Selection Policy

Equality & Diversity

The Governing Body of Hampton Academies Trust is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief. (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

For further information please refer to the Trust's [Equality & Diversity Policy](#)

Promotion Opportunities

As an expanding trust there are permanent posts and opportunities for promotion which arise regularly.

Applications

Please download an application form from the school website:

www.hamptonacademiestrust.org.uk/jobs/

Please complete an application form, and also enclose a letter of application outlining how your skills and experience meet the requirements of the person specification. Applications should be sent via email to jobs@hamptonacademiestrust.org.uk:

Alternatively, please send your application to:

HR Department
Hampton Gardens School
Hartland Avenue
Peterborough
PE7 8HR

Tel: 01733 246709

Closing date: 9.00am on 9.00am on Tuesday 9 May 2023



Job Description

POST TITLE:	Second in Maths
GRADE:	TLR 2b
MAIN PURPOSE:	To support the Head of Department in the organisation and delivery of Maths to all students, and the professional support of staff to this end.
RESPONSIBLE TO:	Director of Maths
RESPONSIBLE FOR:	<p>Deputising for the Director of Maths in his / her absence</p> <ul style="list-style-type: none">• Areas of leadership and management within the department, which will be agreed on an annual basis with the Head of Department. <p>SLT Line Manager will monitor the areas of responsibility allotted to the Second in Department to ensure comparability with holders of similar posts. The areas will largely be drawn from the accountabilities listed below though this is not intended to be an exhaustive list</p>
RELATIONSHIPS WITH:	<ul style="list-style-type: none">• Fellow Teachers & SLT• Trust Central Services• SENCo & Achievement Support Staff• Other Support Staff• Primary Schools• Partner schools• Students• Governors• LA Inspectors and Advisors

ACCOUNTABILITIES (Examples)

Curriculum:

To take the lead in organising provision of a key stage in Maths.

- To develop or revise schemes of work, or part thereof, according to the National Curriculum and based on school policy.
- To advise the Head of Department on appropriate key stage timetable requirements for the department.
- To take responsibility for provision for the designated key stage with regard to More Able and Talented, Disadvantaged, Pupil Premium and other key 'groups' of students within the department.
- To take responsibility for liaison with partner primary schools.
- To take responsibility for gender issues in curriculum planning to ensure that the work of the department is enjoyed by boys and girls in equal measure.
- To ensure that curriculum, resources and practices in the department comply with the school policy on equal opportunities.



- To ensure that the department's curriculum contributes to the spiritual, social, moral and cultural education of students.
- To ensure that the department's curriculum relates to the world of work, and that students are made aware of the relevance of what they are studying to life after school.

Resources:

- To be responsible for ensuring that the necessary resources for teaching and learning are provided to staff in the department, and to liaise with the Librarian in this respect.
- With the Head of Department, to be responsible for a budgetary submission, monitoring and general resource management of the curriculum area.
- To liaise with the Head of Department over the deployment of staff, and the allocation of students to appropriate groups.

Assessment Recording & Reporting:

- To draw up a Departmental Assessment Scheme and to monitor that it is properly observed.
- To ensure that teachers keep accurate records of assessments which comply with school policy, and national curriculum requirements.
- To monitor effective reporting to parents by teachers in the department.

Management

- To offer constructive, critical appraisal of teaching styles and methods and to promote high teaching standards and quality.
- To play a role in performance management of colleagues in Maths as directed by the Head of Department.
- To mentor ECTs or ITT students in the department.
- To monitor some elements of the work of the department, and to report findings to the Head of Department, and then act upon them.
- To monitor teaching rooms and their appearance and ensure the highest possible standards of working conditions together with relevant displays of work.
- To support teachers in effective classroom management and the management of student behaviour according to the school's philosophy, policy and expectations.
- To support the Head of Department in maintaining a departmental handbook based on school policy & practice.
- To ensure that the department makes best use of the opportunities provided in terms of liaison with the wider community.
- To ensure the department complies with school policy on Health and Safety.

Professional Development

- To encourage the professional development of all colleagues within the curriculum area, particularly new entrants to the profession, new teachers and student teachers.
- To advise the Inset Co-ordinator on the professional development of staff and co-ordinate the INSET programme for your area of the curriculum in line with the Curriculum Area Development Plan and the School Development Plan.
- To assist and advise in the selection of new staff.



Person Specification

POST TITLE: Second in Maths

THE PERSON:

We are looking to appoint an outstanding teacher, who would be expected to teach across all age ranges and abilities. You will be expected to contribute to the continued development of the Department's curriculum. You should be able to communicate effectively with students and colleagues as well as having good organisational skills.

You should be a reflective practitioner, interested in developing your practice and trying out new strategies in your teaching. Above all, we wish to appoint an imaginative and enthusiastic teacher, who will be keen to work alongside a team determined to create an excellent department.

It is important that students have the opportunity to extend their interest and enthusiasm for Maths by taking part in extra-curricular activities, visits and competitions. We would welcome any contribution you could make to these activities at Hampton Gardens.

You will have a passion for working with young people and you will relish the satisfaction that comes from helping them to develop and to learn. The successful candidate will be an important part of the department and can expect the support needed to develop his/her career further

	<u>Essential</u>	<u>Desirable</u>
<u>Qualifications</u>	<ul style="list-style-type: none"> Relevant 'A' levels (or equivalent) and Degree Qualified Teacher Status or PGCE Pass (or equivalent) 	<ul style="list-style-type: none"> Good Honours degree (2.1 or better) Ability to teach at KS5
<u>Experience</u>	<ul style="list-style-type: none"> Successful teaching record which demonstrates high standards and the ability to raise attainment Experience of teaching a wide range of abilities 	<ul style="list-style-type: none"> Currently working or training in UK state secondary school Relevant 'life experience' e.g. time working in business or industry
<u>Knowledge and understanding</u>	<ul style="list-style-type: none"> The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies); Statutory National Curriculum requirements at the appropriate key stage; The monitoring, assessment, recording and reporting of pupils' progress; 	

	<ul style="list-style-type: none"> • The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection; • The positive links necessary within school and with all its stakeholders; • Effective teaching and learning styles. 	
<u>Skills</u>	<ul style="list-style-type: none"> • Ability to use innovative, active teaching methods • Ability to use ICT as a learning/admin tool • Effective communication skills, written and verbal • Good organisational skills 	<ul style="list-style-type: none"> • Commitment to offering effective extra- curricular activities
<u>Personal Characteristics</u>	<ul style="list-style-type: none"> • Approachable • Committed • Enthusiastic • Able to motivate self and others • Calm under pressure • Well-organised 	
<u>Safeguarding Competencies</u>	<ul style="list-style-type: none"> • Demonstrates empathy for the concerns of others • Shows respect for other's feelings, views and circumstances • Seeks and uses professional support appropriately • Can demonstrate flexibility of approach • Shows a personal commitment towards safeguarding children 	