



## Who We Are

*Staff at Olga Primary School are lifelong learners, underpinning all we do at Olga is:*

*Teamwork*

*Collaborative Learning*

*Respect*

*Growth Mindset*

- We celebrate success in all its forms.
- We share good practice, visit each other's classrooms and make time to help our colleagues.
- We ask for help.
- We try things and make plenty of mistakes.
- We respect our environment, keep places clean and return items to where they belong.
- We have a professional respect for all the roles in School.

### **Norms & Expectations**

- Act in the best interest of our children, School and community.
- Treat everyone equally and with respect.
- Emails will be checked and answered regularly, within working hours.
- Take care of yourself and your team, physically and mentally.
- Ask if you aren't sure.
- Respect differences of opinions.
- Meetings will be necessary, will start and end on time and have well prepared agendas.

## **When We Have Differing Opinions**

- We understand that silent disagreement is unhelpful, unproductive and builds resentment and tension.
- We will ensure that any difference of opinion is discussed in an open, constructive way, without aggression or argument.
- We will communicate what is wrong clearly and realise that sometimes things will need to happen we may not be in complete agreement with.
- We will use the School Policies and procedures if we feel we have not resolved an issue.

## **How We Learn & Improve**

- We collaborate with our colleagues, observe and learn from each others practice, we are

outward facing. Links with other Schools and organisations are crucial. We are always learning. Training and CPD is essential.

- Feedback is crucial to help us all improve. It will be regular between all colleagues and we will all aim to have a growth mindset. All feedback is important and helpful, we may sometimes have differing thoughts and opinions, a professional discussion will help all Staff to help support all our children.
- Our feedback will be honest, constructive, support development and ultimately help our children learn and progress. We will maintain professional trust and confidentiality when having the privilege to visit other classrooms.