



# Guiding Principles

(For decision making & shaping our work)

## For Children

- We will never lose sight of the fact that everything we do is to support children, help them grow and become the best they can be, regardless of their ability, temperament, background or track record.

## For Wellbeing

- Children will only be in the best mindset to learn and take on new ideas when their wellbeing is high.
- Adults will only be in the best mindset to support children's learning and wellbeing when their wellbeing is high.
- Wellbeing is really important to us as a school. We value and celebrate high levels of wellbeing. That doesn't mean we don't experience pressure and occasional stress in doing our jobs but it does mean that we take time to recognise and ensure the benefits to children and their learning from the work that causes this pressure.

## For Learning

- Our school is 'all about learning.' Every decision is made around what will most impact on children's learning.

## For Relationships

- In all we do we aim to develop positive and supportive relationships. This means colleagues, parents, outside agencies, neighbours, local community and any other party. We don't judge because judging creates barriers and barriers affect relationships, progress and growth.

## Learning vs Everything Else

- We will always remember that what we do, all of our work, can be split into either 'progressing learning' or 'things that should lead to learning.' The latter can be described in part as 'accountability measures'. While these are important (& sometimes statutory), we understand that nothing is more important than learning so if time or resources are limited and under strain, we will always use them to progress learning.
- To be clear, securing learning for our pupils is our primary purpose; it's our school agenda, why we're here and why we chose the job we do. Serving all other external parties' agendas is secondary and managing our time and resources will always prioritise our school agenda.

## "Data"

- Sometimes we have to talk about numbers of children in relation to attainment. We try to avoid talking about 'data' and to talk more about children. We don't aspire to be 'the best' compared to other schools or parts of the country. We do aspire to help each child be the best they can be and to achieve the best they can, whatever that takes in each individual case.

## Our Vision

- We consider and relate our vision and core purpose to every decision we make and every conflict we resolve. If we explain our position through our vision, we cannot be wrong or misunderstood. In plain language; if we make every decision in the best interests of children and their learning, we can't really be wrong.

## Living our Vision

- Understanding and living our vision and core purpose are part of the terms and conditions of accepting a job at The Dell Primary School.

## Language of Learning

- We use our Eight Behaviours, 'Be Kind, Be Your Best' and other 'Language of Learning' consistently and continually to shape learning, relationships, decision making and our school culture.

## Changing Lives, Shaping Futures

- We understand that the job we have chosen is to shape the most delicate minds & the most vulnerable souls. We make a difference every day.