

George Spicer School's Cultural Fit

Working in a school where you are not aligned with the culture is a miserable experience. So... we *both* need to have alignment if you come to work here!

- We believe that staff come first.
- We believe that we all have a professional obligation to improve.
- We have a growth mindset.
- We believe that every child deserves a **champion**.
- We put the children at the heart of everything we do.
- We aim to create well-rounded citizens, ready to make a positive influence on the future.
- We believe in a culture of the possible, where we can all make progress beyond what anyone, including ourselves, could have imagined.
- We believe that truly great teaching is that which improves pupils' progress.
- We believe an evidence-informed approach to teaching and learning helps us identify what works best in the classroom.
- We believe hard work is the key to success for both staff and pupils.
- We believe that you cannot just wish teachers and pupils to be better - you have to create the conditions for them to grow.
- We believe basic literacy and numeracy are essential to pupils making good progress.
- We welcome diverse and creative ideas to solve problems.
- We believe that feedback should be timely and respond to the needs of the individual pupil so that they can actively engage with the feedback.
- We value generosity of spirit.
- We work as a team and know that Collaboration, Consideration, Co-operation, and Communication are key elements in building successful teams.
- We acknowledge that we all make mistakes and that these are essential in the learning process.
- We consistently demonstrate the values of Respect, Kindness, Responsibility, Resilience, Equality and Determination

Inspire Empower Improve

“Learning well today to live a better tomorrow”

