



## **Wootton Academy Trust**

**Motto:** *The pursuit of excellence*

**Mission Statement:** To support and challenge every learner at all times to achieve their personal best leading to improved life and career opportunities.

### **Values**

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|-----------------------|--|
| • <b>Excellence</b>   | outstanding student progress and achievement   |
| • <b>Enrichment</b>   | education of the whole student   |
| • <b>Independence</b> | nurturing initiative in students' attitudes to learning                                |
| • <b>Opportunity</b>  | success regardless of background   |
| • <b>Equality</b>     | a safe place to value and celebrate diversity  |
| • <b>Community</b>    | students, staff, parents, governors, directors and other local people working together |
| • <b>Partnerships</b> | collaborative relationships with other organisations                                   |
| • <b>Continuity</b>   | celebrating our traditions whilst embracing the new                                    |
| • <b>Celebration</b>  | recognising student achievement  |
| • <b>Integrity</b>    | in all that we do  |

### **Vision**

Our vision is that every WAT student will embrace the diverse range of opportunities available to them. We support students to embrace these opportunities and to achieve their potential by:

- Ensuring that teaching and learning is (always) exciting, relevant, and active, enabling all students to make rapid progress. We recognise that all teaching staff and all support staff make important contributions to teaching and learning.
- Developing partnerships with others including employers, higher education, sports and arts groups, third sector organisations and other agencies which are mutually collaborative, relevant and planned to enable students to make rapid progress.
- Assessing students' work thoroughly and in a timely manner, informing them what they have done really well and what they need to focus on next - as well as providing students' opportunities to reflect on and respond to this advice.
- Rigorously evaluating students' progress, attitude and attendance
- Celebrating students' successes and believing in the ability of all to succeed -irrespective of background
- Valuing all of staff and students equally and supporting them
- Working as a single, cohesive community of students, staff, parents, governors, directors and other local people in an inclusive, respectful and tolerant way which is committed to this vision.

## **Ethos**

We believe that keeping young people safe is the most important part of our work. After this our passion to improve teaching and learning is more important than anything else we do. Therefore, we will never disturb or interrupt lessons, with the sole of exception of checking that students are safe. This means we are committed to:

- Not interrupting learning or teachers' work in their classrooms to deliver messages, or to take students out of lessons or collect books or other materials for another lesson.

## **Professionalism**

- We treat everybody with respect - this includes addressing each other formally in front of students and parents
- We meet agreed deadlines
- We address parents and carers formally. We never use parental forenames
- We never pass criticism of colleagues to third parties (*including students and parents*)
- We keep classwork, homework, controlled assessment and coursework and any other student work entrusted to us safe and secure.
- We keep correspondence from parents, professional agencies and others safely and securely and never leave them lying around where others might read them
- We keep WAT confidential documents safely and securely and never leave them lying around where others might read them
- We take pride in the Trust and look for opportunities to promote it.
- We embrace and champion diversity; this includes actively recognising key dates and themes on our equality and diversity calendar
- We dress professionally, recognising we act as role models to students
- We are vigilant at all times in maintaining our high expectations of student dress, student progress and student behaviour. This includes taking responsibility for our learning environments.

## **Accountability**

- We are all accountable for the progress of the students we teach and/or support.
- We are all collectively accountable for the achievement of our cohorts. This means we do our best to support colleagues teaching individual students and groups.
- We are accountable for the expectations of students; these are determined by the challenges we make of them and support we provide for them.
- We are always vigilant and are accountable for maintaining the health and safety of the environment we work in, and for ensuring the quality of the learning environment is never compromised, only enhanced.

**Consistency:**

- We treat everybody equally and celebrate diversity.
- We work to WAT's agreed policies and procedures

**Transparency:**

- We ensure that our procedures are clear and understandable.
- We always follow our agreed procedures.
- Minutes of our meetings are published, except for any agenda items which are identified reserve item. Any reserve item should move to an open agenda as soon as possible.
- We will publish our structures (e.g. staffing structure)

**Specialisms:**

- We believe that every employee in the Trust has a specialist role to fulfil and each role contributes to achieving our mission statement
- Therefore, we are committed to supporting each other to fulfil our roles. This means **we** value the contributions made by all our colleagues and seek to support them actively in their endeavours.
- As specialists, our organisation can only realise its mission if we ALL operate as a highly effective **team**.

Our motto, mission statement, values and ethos should direct every aspect of our professional lives.

M. Gleeson  
Executive Principal  
Wootton Academy Trust