



**Strength in Partnership**

**Investment in Character**

**Excellence in Learning**

**Honesty**

We evaluate leadership and teaching critically to enable schools to inspire our children. We have a feedback culture where feedback is given with integrity, thoughtfulness, and honesty

**Opportunity**

We welcome, research, and seek innovation. Each of our schools brings a wealth of experience, difference, and insight to shape the future of Frays

**Positivity**

We collaborate with each other to innovate. Our children and staff have a growth mindset and a 'can do' approach

**Equality**

We are building an inclusive culture that encourages, supports, and celebrates the diversity within our schools and teams. We build aspiration for all our children to achieve



**Explore**

Children are encouraged to be happy, resilient, confident, independent, ambitious and well-rounded learners who are self-aware and always striving to develop and grow. They are brave in their learning, learn by their mistakes, take risks and embrace challenge.

**Discover**

Learning fosters curiosity, develops key life skills, promotes enquiring minds and encourages a love of learning. It is fun, inspiring, creative, exciting, innovative, develops key life skills and is closely to the individual needs of the children. Children are encouraged to explore with confidence and strive for excellence through effort, practise and perseverance.

**Achieve**

We celebrate diversity and uniqueness, and foster an environment of care, support and inclusivity. We recognise we are stronger together and are proud to belong to our school community. We encourage children to be responsible and provide opportunities to ensure they are well prepared for the future.

**Frays Leadership Behaviours**

**Leaders are trustworthy and reliable**

We do this by:

- Keeping our word, we follow through on commitments
- Always acting in the best interests of children
- Being open in declaring perceived conflicts of interest and/or relationships before taking decisions.
- Being objective and impartial

**Leaders work courageously in the best interests of children**

We do this by:

- Embracing learning, we learn from mistakes, seeking and reflecting on feedback
- Holding one another to account for keeping children safe
- Having an inspiring curriculum which is right for each school community

**Leaders use experience, knowledge, and insight**

We do this by:

- Continuously learning and sharing knowledge across Frays
- Being open to challenge, others' observations, and feedback
- Being open and accountable for our decisions, behaviours, and actions
- Building teams who are respectful of each other's views and supports ideas and innovation

**Leaders foster positivity and encouragement**

We do this by:

- Believing in our own and others' ability to improve education
- Modelling composure and kindness to overcome setbacks
- Bringing people together to collaborate and innovate

**Leaders are conscientiousness and dutiful**

We do this by:

- Having emotional intelligence, understanding ourselves and the influence we have on others
- Challenging behaviour which negatively impacts on others and or children's learning
- Supporting the structures, processes, and governance within Frays

**Leaders are fair and work for the good of all children**

We do this by:

- Consistently place the well-being of all children above popularity
- Valuing diversity, fostering inclusivity
- Being objective, making decisions based on evidence, accurate and non-biased information
- Challenging discrimination
- Being respectfully persistent and assertive with others who need to act for the best interests of children

