| FRAYS Academy Trust | Strength in Partnership Investment in Character Excellence in Learning | | | |
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| | **Honesty**<br>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**<br>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**<br>We collaborate with each other to innovate. Our children and staff have a growth mindset and a 'can do' approach | **Equality**<br>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 |
| BEECHWOOD PRIMARY SCHOOL | Community: At Beechwood, every child belongs. | Independence: At Beechwood we grow confident and capable learners | Resilience: At Beechwood, we understand that growth comes through challenge. | Courage: Courage is the foundation of growth, confidence and leadership. | Aspiration: We believe there are no limits to what our children can achieve. | Respect: Respect underpins everything we do. |
| **Frays Leadership Behaviours** | **Leaders are trustworthy and reliable**<br>We do this by:<br>• Keeping our word, we follow through on commitments<br>• Always acting in the best interests of children<br>• Being open in declaring perceived conflicts of interest and/or relationships before taking decisions.<br>• Being objective and impartial<br><br>**Leaders work courageously in the best interests of children**<br>We do this by:<br>• Embracing learning, we learn from mistakes, seeking and reflecting on feedback<br>• Holding one another to account for keeping children safe<br>• Having an inspiring curriculum which is right for each school community | **Leaders use experience, knowledge, and insight**<br>We do this by:<br>• Continuously learning and sharing knowledge across Frays<br>• Being open to challenge, others' observations, and feedback<br>• Being open and accountable for our decisions, behaviours, and actions<br>• Building teams who are respectful of each other's views and supports ideas and innovation<br><br>**Leaders foster positivity and encouragement**<br>We do this by:<br>• Believing in our own and others' ability to improve education<br>• Modelling composure and kindness to overcome setbacks<br>• Bringing people together to collaborate and innovate | **Leaders are conscientiousness and dutiful**<br>We do this by:<br>• Having emotional intelligence, understanding ourselves and the influence we have on others<br>• Challenging behaviour which negatively impacts on others and or children's learning<br>• Supporting the structures, processes, and governance within Frays<br><br>**Leaders are fair and work for the good of all children**<br>We do this by:<br>• Consistently place the well-being of all children above popularity<br>• Valuing diversity, fostering inclusivity<br>• Being objective, making decisions based on evidence, accurate and non-biased information<br>• Challenging discrimination<br>• Being respectfully persistent and assertive with others who need to act for the best interests of children |