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**Springwater School’s Cultural Fit**

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

At Springwater school:

* We believe that staff and students are both a priority
* We believe that we all have a professional obligation to improve as teachers and support staff
* We constantly strive to pursue excellence
* We ensure all staff promote our school vision (ASPIRE)
* We believe the students deserve a nurturing environment, with professional relationships built on kindness, humour, respect, empathy, resilience and positivity
* We believe every interaction is an intervention
* We believe childhood should be embraced
* We promote a love of learning by providing an outstanding curriculum tailored to the students individual learning pathways
* We support all members of our community to reach their potential
* We give students a voice and listen to them
* We believe communication is key – for students and staff
* We consistently promote health and wellbeing for pupils and staff
* We acknowledge that we all make mistakes and that is ok
* We provide a culture of supporting each other as well as embracing and learning from our mistakes
* We believe asking for and accepting help is a sign of strength
* We are team players - we believe in a collaborative approach that supports us all to grow
* We believe in a ‘can do’ attitude and a strong, motivated work ethic
* We believe in flexibility and embracing change
* We believe all staff and students should be made to feel valued and supported
* We believe in a school ethos of inclusion
* We are proud of our school