
	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
	Let your light shine As a school, we aspire to develop confident, curious learners who stand up for what is right and seek to be the best they can be.			
	Courage	Curiosity	Compassion	Community
Frays Leadership Behaviours	Leaders are trustworthy and reliable We do this by: <ul style="list-style-type: none"> • 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:” <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • 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