
	<b>Strength in Partnership</b>		<b>Investment in Character</b>		<b>Excellence in Learning</b>		
	<b>Honesty</b> 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	<b>Opportunity</b> We welcome, research, and seek innovation. Each of our schools brings a wealth of experience, difference, and insight to shape the future of Frays	<b>Positivity</b> We collaborate with each other to innovate. Our children and staff have a growth mindset and a 'can do' approach	<b>Equality</b> 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			
	<b>Aspire ~ Believe ~ Achieve</b>						
	<ul style="list-style-type: none"> <li>● <b>Happiness</b></li> <li>● <b>Imagination</b></li> </ul>		<ul style="list-style-type: none"> <li>● <b>Independence</b></li> <li>● <b>Ambition</b></li> </ul>		<ul style="list-style-type: none"> <li>● <b>Responsibility</b></li> <li>● <b>Honesty &amp; Integrity</b></li> </ul>		<ul style="list-style-type: none"> <li>● <b>Confidence &amp; Resilience</b></li> <li>● <b>Respect &amp; Tolerance</b></li> </ul>
<b>Frays Leadership Behaviours</b>	<b>Aspire</b> <b>Leaders are trustworthy and reliable</b> We do this by: <ul style="list-style-type: none"> <li>● Keeping our word, we follow through on commitments</li> <li>● Always acting in the best interests of children</li> <li>● Being open in declaring perceived conflicts of interest and/or relationships before taking decisions.</li> <li>● Being objective and impartial</li> </ul> <b>Leaders are conscientiousness and dutiful</b> We do this by: <ul style="list-style-type: none"> <li>● Having emotional intelligence, understanding ourselves and the influence we have on others</li> <li>● Challenging behaviour which negatively impacts on others and or children's learning</li> <li>● Supporting the structures, processes, and governance within Frays</li> </ul>		<b>Believe</b> <b>Leaders work courageously in the best interests of children</b> We do this by: <ul style="list-style-type: none"> <li>● Embracing learning, we learn from mistakes, seeking and reflecting on feedback</li> <li>● Holding one another to account for keeping children safe</li> <li>● Having an inspiring curriculum which is right for each school community</li> </ul> <b>Leaders foster positivity and encouragement</b> We do this by: <ul style="list-style-type: none"> <li>● Believing in our own and others' ability to improve education</li> <li>● Modelling composure and kindness to overcome setbacks</li> <li>● Bringing people together to collaborate and innovate</li> </ul>		<b>Achieve</b> <b>Leaders use experience, knowledge, and insight</b> We do this by: <ul style="list-style-type: none"> <li>● Continuously learning and sharing knowledge across Frays</li> <li>● Being open to challenge, others' observations, and feedback</li> <li>● Being open and accountable for our decisions, behaviours, and actions</li> <li>● Building teams who are respectful of each other's views and supports ideas and innovation</li> </ul> <b>Leaders are fair and work for the good of all children</b> We do this by: <ul style="list-style-type: none"> <li>● Consistently place the well-being of all children above popularity</li> <li>● Valuing diversity, fostering inclusivity</li> <li>● Being objective, making decisions based on evidence, accurate and non-biased information</li> <li>● Challenging discrimination</li> <li>● Being respectfully persistent and assertive with others who need to act for the best interests of children</li> </ul>		