

# Mavisbank Team Charter

What Mavisbank staff uphold in maintaining an excellent team:

- Working relationships.
- Communication.
- Professional practice.
- Qualities and Attitude.
- Policies, Systems and Practices.

**Working relationships mean:**

- Respect and treating everyone as we would all like to be treated.
- Everyone's opinion is valued.
- Being actively part of the class and the whole-school team.
- Recognition and respect for each other's roles and responsibilities.
- Recognition and support of each other's strengths and constraints.

**Communication requires:**

- Openness without hurtfulness.
- Ability to listen.
- Appropriate forums for having your say.
- Constructive feedback.
- Communicating change effectively.
- Structured communication systems.

**Professional practice requires:**

- Pupils, parents and staff are treated with respect and dignity.
- Best interests of the pupils are central to all decisions and actions.
- Following protocols including punctuality, availability and focus as a courtesy to pupils' learning and wellbeing.
- Using restorative practice appropriately to resolve conflict.
- Respecting and upholding the Charter (all staff have their own copy).

**Qualities & Attitude held by all Team Members:**

- Integrity.
- Trust.
- Discretion.
- Supportiveness.
- Positivity.
- Enthusiasm.
- Conscientiousness.
- Equity.
- Wider Team approach.

**Policies, Systems and Practices:**

- Support UNCRC, Human Rights Act, The Equality Act and The Employment Rights Act, Health and Safety At Work Act.
- Ensure staff receive a high quality induction.
- Support continuing professional development.

