

# Establishing the Culture

Culture refers to the beliefs, perceptions, relationships, attitudes, and written and unwritten rules that shape and influence every aspect of how our Trust and the individual Academies function, but the term also encompasses more concrete issues such as the physical and emotional safety of our students, the orderliness of classrooms, offices and public spaces, and the degree to which we embrace and celebrate racial, ethnic, linguistic and cultural diversity.

**The culture of the Trust results from both conscious and unconscious perspectives, interactions, and practices, and it is heavily shaped by the vision, values and behaviours. Students, parents, teachers, administrators, and other staff members all contribute to the culture, as do other influences such as the community in which the Academies are located, the policies that govern how we operate, and the principles upon which the Trust was founded.**



# Building the Culture Together



## Employer Commitment and Responsibility

The Trust places a great emphasis on all staff demonstrating the right values and behaviours in all aspects of their work. In building the culture of the organisation it is important that everyone shares the vision and ambition for the children and young people across our learning communities and understand how they are expected to behave and relate to each other. Leaders will take every opportunity to model and highlight the expected behaviours in the Trust and feedback to staff against these through the different staffing processes and professional development and support mechanisms provided. A selection of these are listed below:

- Welcome Events
- Recruitment and Interviews
- Induction Processes
- Professional Learning and Development Activities
- Appraisal Policy and Processes
- Strategic Planning Activities
- Line Management Meetings
- Staff Meetings
- Internal Development Opportunities



## Employee Commitment and Responsibility

All members of the Maltby Learning Trust are expected to exhibit the right values and behaviours in all aspects of their work. A selection of how these can be used are listed below:

- In and around the Academy/Trust/Community
- In all meetings with staff, students, parents and members of the community
- In all interactions with children and adults
- In all outward facing verbal and written communications
- In caring for our own classroom/work space and the broader learning environment