

## **‘We are WQE’: Our organisational culture, ethos and the things we value**

Our culture, ethos and the things we place value upon are what we are about and express how we do things. We recognise the importance of working together to shape the climate, attitudes and interpersonal relationships that exist. The culture, ethos and things we place value upon define how we go about our work and how it feels to be part of our College.

Over the past year Governors and staff have been encouraged to revisit and further explore some of the critical aspects of what life and learning at WQE is all about. Going forward the College intends to engage with our stakeholders further to shape and articulate the uniqueness and intentions of WQE through five interrelated themes;

### **Curiosity, Commitment, Challenge, Community and Consideration**



We recognise that these themes, that shape our daily work, will mean different things to different stakeholders, or take new meanings at times for individuals when involved in different aspects of college activity. They are intended to be a vehicle to help empower our people to shape positive developments and to provide us with a language to use when considering what we intend to do and how we will do things. Earlier editions of this plan set out general values in a similar way and this edition restates and develops these, using our identified themes. However, over the life of this plan, we expect these to further evolve and develop, especially as we learn to use this language and as we consult more widely on ways to create an increasingly shared sense of identity.

- **Curiosity**

*For example;*

*We will encourage and support a love of learning placing our students and learning in general at the heart of decisions.*

*We are committed to supporting individuals to be curious and aspirational about their own future potential, irrespective of starting points or personal context at any given point in time*

*We want individuals and the College to be open and outward looking, with the increasing confidence to seek opportunities and ideas that help us to develop ourselves, others around us and the College We encourage sharing, exploration, creativity and innovation as we aim to recognise the potential of these to bring about positive future action or impacts*

- **Commitment**

*For example;*

*We will offer our best and expect the best from those around us each day, being ambitious and striving to make the most of our talents and resources*

*We will prioritise learning and personal development, as well as encouraging others to do the same We see things through, do what we say we will do, and accept personal responsibility*

*We will engage the help of others and positively seek support where necessary to overcome challenges or improve outcomes*

- **Challenge**

*For example;*

*We will pursue excellence in all we do, striving to be the best we can be whatever our starting point We will focus positively on the future in order to plan for ourselves and set appropriate goals*

*We can positively challenge each other, stretching and supporting to help make progress*

*We welcome and offer feedback and are constructive in helping to move our work and other forward We will celebrate and recognise contributions, achievement and the positive effort of others, especially when challenges are overcome, or ambitious goals are achieved*

- **Community**

*For example;*

*We will develop our college environment, relationships and places ensure individuals feel welcome, safe, supported and positive about being a part of WQE*

*We openly and positively engage with others, identifying opportunities, sharing and adding value We support and encourage those around us, enabling a sense of community and belonging*

*We encourage and nurture partnerships, contributing where we can within and beyond the College, while recognising the needs and context of others may require flexibility or compromise from us*

*We promote the importance of British Values in all that we do and in how we operate together*

- **Consideration**

*For example;*

*We will be open and honest in all that we do, building trust at every opportunity,*

*We will show respect and understanding of others, their contexts and different perspectives We will think about our impact on others and our environment, today and in the future*

*We will treat others fairly and with dignity*



*This word wall is a summary that was developed through stakeholder consultation and feedback. It reflects the things key stakeholders say they value and believe are important at WQE*

The college is also fully committed to the importance of the Fundamental British Values of;

- Individual Liberty**
- Mutual Respect and Tolerance**
- Rule of Law**
- Democracy**

As a result, through the life of this plan the College will seek opportunities to discuss, to share and articulate these. They are consistent with and can be expressed through our own statement of shared values.