



# HNPS Staff Charter



We are **Respectful**, We are **Responsible**, We are **Resilient**

**We, the staff at Hazelwood North Primary School will actively work together to promote an environment where we are:**

<b>Kind</b>	by	<ul style="list-style-type: none"> <li>• being considerate, courteous and helpful</li> <li>• showing empathy towards each other</li> <li>• being respectful and using positive communication</li> <li>• giving praise and encouragement to others</li> </ul>
<b>Inclusive</b>	by	<ul style="list-style-type: none"> <li>• taking responsibility to ensure everyone feels included</li> <li>• seeking to understand the people around us, their points of view, their strengths and their interests</li> <li>• being welcoming, accepting, celebrating and respecting differences</li> <li>• greeting and welcoming members of our school community and visitors to our school</li> </ul>
<b>Curious</b>	by	<ul style="list-style-type: none"> <li>• asking questions and seeking to develop understanding</li> <li>• being interested in the world around us</li> <li>• valuing the knowledge of others</li> <li>• encouraging the asking of questions.</li> <li>• listening to seek understanding</li> <li>• sharing strategies with families and other adults to support learning at home and in other settings.</li> </ul>
<b>Problem Solvers</b>	by	<ul style="list-style-type: none"> <li>• knowing that being challenged, making mistakes and risk taking are vital for learning</li> <li>• reflecting on our learning and considering what worked/didn't work and why</li> <li>• modelling having a positive growth mindset</li> <li>• encouraging and supporting our students to take responsibility and solve problems for themselves using a range of strategies</li> </ul>
<b>Working Together</b>	by	<ul style="list-style-type: none"> <li>• working together to achieve common goals</li> <li>• considering and valuing different group members' knowledge, strengths, challenges and ways of thinking</li> <li>• listening with an open mind and respect</li> <li>• having open and constructive conversations and respecting different opinions</li> <li>• working together with parents to support student wellbeing and learning.</li> </ul>
<b>Life-long Learners</b>	by	<ul style="list-style-type: none"> <li>• seeking opportunities to increase and model our skills and celebrate success</li> <li>• being curious about learning and striving for growth and excellence</li> <li>• having a passion for learning and discovery</li> <li>• acknowledging what we don't know and what we want/need to find out</li> </ul>

There may be times when problems occur...

<p>When this happens for ourselves we will:</p> <ul style="list-style-type: none"> <li>• acknowledge the problem in following the charter</li> <li>• consider what lead to the mistake or matter (reflection)</li> <li>• commit to an action &amp; apologise where needed</li> <li>• set personal goals for ourselves</li> <li>• take on feedback</li> </ul>	<p>When this happens for others we will:</p> <ul style="list-style-type: none"> <li>• address the issue in a timely manner</li> <li>• focus on the action/behaviour not the person</li> <li>• notice how the person is travelling and check in with them</li> <li>• keep conversations confidential where possible*</li> <li>• arrange a time that is appropriate to chat</li> <li>• ask questions – be curious and dig deeper</li> <li>• follow up / check in later</li> </ul>
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\* e.g. role playing a difficult conversation might be needed to help positively addressing the issue. Names do not have to be shared

If unresolved

- Approach Leadership for advice and support to resolve positively.