

**Tameside  
College**



**Clarendon**  
Sixth Form College



# COLLEGE MISSION:

“ Tameside College and Clarendon Sixth Form College will transform lives by offering first class education and training in order to improve employability and generate economic prosperity. ”



**JACKIE MOORES**

Principal

## MESSAGE FROM THE PRINCIPAL

### WELCOME

**Just over three years ago I was proud to become the Principal of this College and since that time we, as staff, have accomplished considerable change.**

We have had two Ofsted inspections, which evidence the improvement journey to becoming a great College. Our achievement rates have significantly improved and have made us the No. 1 College in Greater Manchester for 16-18 and Apprenticeships and the 9th best in the UK. We have financial stability, growth in income and our application and enrolment numbers show we are gaining more market share. We have exceeded our Adult targets for the last two years and have seen a significant increase in the number of 16-18s attending taster days, open events and interview evenings resulting in substantial increases in applications and enrolments. Our relationships with key partners, including schools and employers, continue to strengthen. Staff, learner and employer feedback shows high and improving levels of satisfaction, well above national comparators. Our Estates Strategy is providing learning environments and resources that compare with or surpass the best nationally. It is clear we are providing an excellent learning experience for our learners and key stakeholders.

There is no doubt in my mind that the primary driver enabling us to gain such improvement, and at pace, is you - our staff. I also know that you will ensure we become outstanding. We have been clear that the approach taken to become good, will not necessarily get us to outstanding. We need to think differently, become more transformational in our approach and work even more effectively as a team. As well as excellence in teaching, learning and support, we need a more holistic approach to becoming excellent in every aspect of what we do. The journey to outstanding has started and I am extremely pleased to see that everyone has engaged. During 2018/19 all our 400 staff, governors, managers and learners were able to provide extensive feedback to define the expected values and associated behaviours for people within our College community. This values and behaviour framework will be the point of reference for how we all do things and will underpin our journey to outstanding. It provides the adhesive that brings all our 'Target Outstanding' strategies together.

**Thank you for your continued support and efforts to make this College truly outstanding.**

A handwritten signature in black ink that reads "Jackie Moores". The signature is written in a cursive, flowing style.

# EXCELLENCE THROUGH LEARNING



## LEADERS AND STAFF STATE THEY WILL:

*Ensure learners develop knowledge, professional and personal skills, character and independence:*

- know and understand our learner needs to deliver engaging learning and support activities
- encourage learners by feeding back what they do well and supporting them in how they can improve

*Foster a learning organisation where all leaders, staff and learners:*

- have high aspirations, develop skills and share knowledge
- continually improve through reflection and learn from mistakes
- embrace innovation and try new things

## LEARNERS STATE THEY WILL:

*Actively contribute to their individual and team development and improvement*

- always be prepared and ready to engage in learning
- complete all work on time and to a high standard
- act quickly on feedback given
- be responsible for their own learning
- ask for help and support





# IT'S MY RESPONSIBILITY

## LEADERS AND STAFF STATE THEY WILL:

- know what they need to do within their role and fulfil expectations
- be accountable for their decisions and actions
- be professional at all times, leading by example
- inspire others to go the extra mile
- have a positive, 'can do' attitude: seek solutions and avoid blame
- wear their ID badge at all times

## LEARNERS STATE THEY WILL:

- have high expectations of themselves and aspire to do their best
- adopt and portray an independent and 'can do' attitude
- have a positive and focused work ethic
- behave responsibly and appropriately
- be organised, equipped, punctual and attend all lessons
- wear their ID badge at all times

# WORK TOGETHER

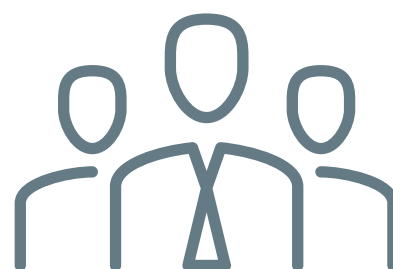
## LEADERS STATE THEY WILL:

- gain awareness of and understand all aspects of college life by spending time with staff, learners and stakeholders



## LEADERS AND STAFF STATE THEY WILL:

- remove barriers to learning; supporting well-being and building resilience
- communicate openly, effectively and listen to feedback
- work collaboratively, understanding and valuing each other's needs and priorities, avoiding silos
- work smartly and reduce bureaucracy by doing the right things, the right way first time
- make a positive contribution, coaching and supporting each other
- work effectively with key stakeholders, e.g. parents, employers and partners



## LEARNERS STATE THEY WILL:

- contribute and participate in learning
- make a positive contribution to the College community
- help others when needed
- communicate with staff if there is a problem or if support is needed
- not leave anyone out







# VALUE AND RESPECT EACH OTHER



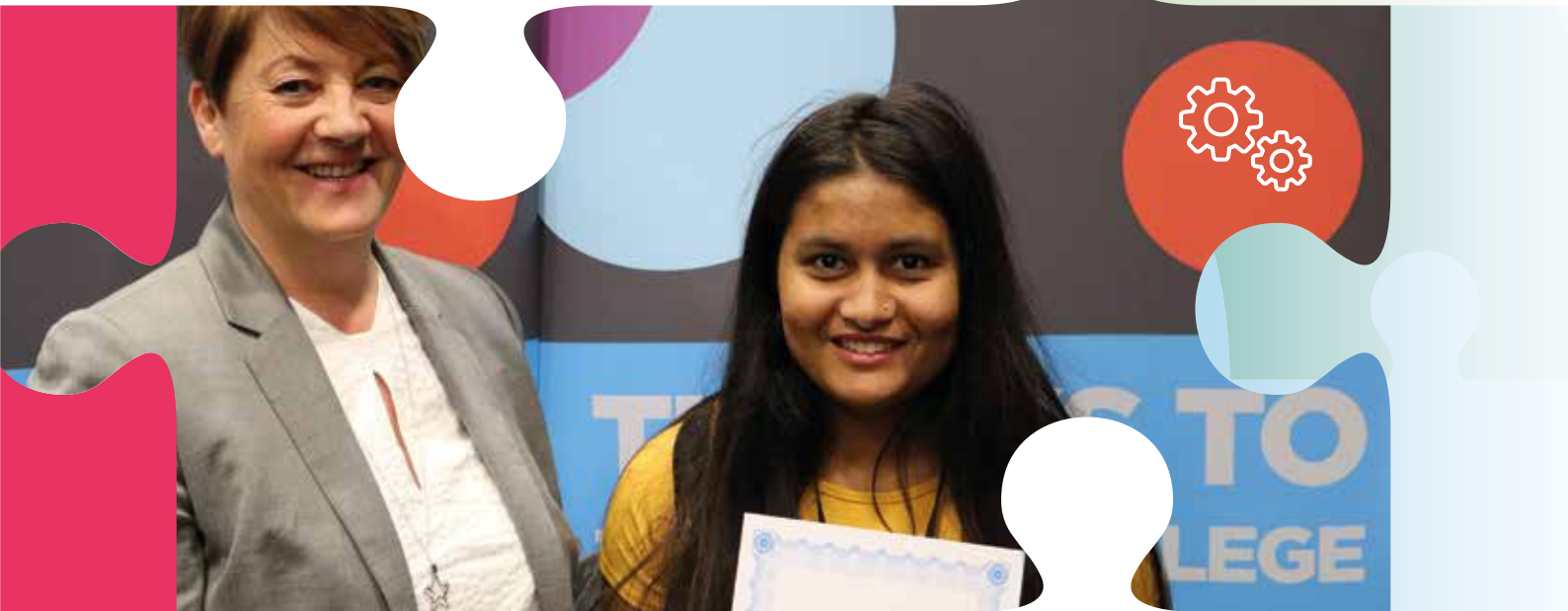
## LEADERS AND STAFF STATE THEY WILL:

- recognise and reward excellent performance and behaviour
- create a safe, inclusive and productive environment
- treat everyone fairly, with dignity and mutual respect
- appreciate the needs of others
- promote well-being and achieve a healthy work-life balance

## LEARNERS STATE THEY WILL:

- be respectful, polite and courteous to everyone
- encourage, praise and support each other
- appreciate that the needs of others may be different to your own
- be tolerant, listen and be open to the views and opinions of others
- respect and positively contribute to the upkeep of their learning and wider College environment

# ACT WITH INTEGRITY



## LEARNERS STATE THEY WILL:

- not accept any form of bullying or conflict
- be honest and trustworthy
- accept responsibility and not blame others for their poor attitude or behaviour
- contribute and be proud of their work, not taking credit for the work of others

## LEADERS AND STAFF STATE THEY WILL:

- put learner needs at the heart of decision making
- develop and maintain professional relationships based on trust and fairness
- resolve conflict and supportively challenge inappropriate behaviour
- act and make decisions in an open and transparent manner
- be honest and approachable to all

# PROFESSIONAL STANDARDS AND VALUES FOR STAFF AND STUDENTS

Staff and students to have their **ID membership clearly visible at all times** whilst on College campuses.

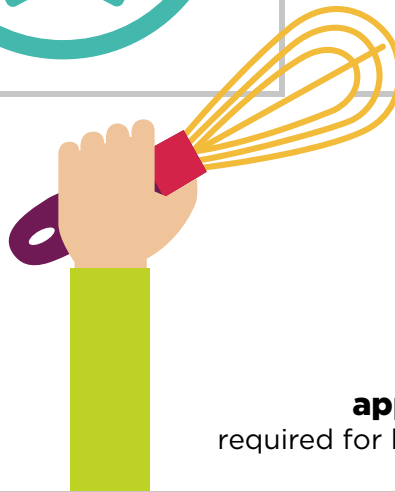


The use of inappropriate or **offensive language** or **behaviour is unacceptable.**



**No food and drink (except water)**

to be consumed within teaching and learning spaces, corridors or stairways.

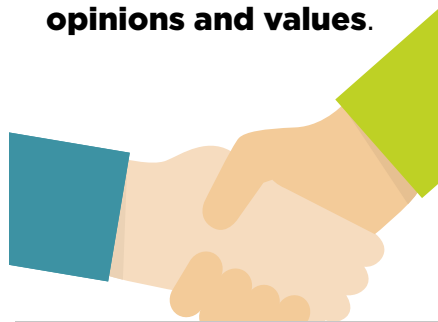


Students must **bring appropriate equipment** required for learning at each session.

Students are to **attend and be punctual to all lessons** as absence and lateness means missed learning opportunities and also disrupts others.



Staff and students to have respect for each **other's opinions and values.**



Mobile phones are **only to be used appropriately** to support learning.



Staff and Students should use appropriate **Personal Protective Equipment** for the context of the learning environment.



**No hoods up** when in College please.