Culture Deck

Danecourt School

Danecourt School AT GILLINGHAM

Danecourt School AT BLIGH

Danecourt School AT FEATHERBY

Where 'STARS' are supported to shine brightly

Our values underpin everything we do at Danecourt school. It is these that define our culture, and shape what it means to work here.



As a valued member of staff you are our most important resource. Our culture deck defines how you can contribute to our Mission being achieved and what you might expect in return.

Danecourt School

S.T.A.R.S

Self-reliant

Team player

Aspirational

Resilient

Successful



Danecourt School

Self-Reliant

(Understanding the contribution I make to the greater good)

- We are there for each other. We listen, we are open to advice and we are reflective.
- Self-reliance does not mean lone working; we give and seek advice as we strive for excellence.
- No two days are the same. Some days are more challenging than others but don't worry we have your back, just as we know you'll have ours if needed.
- We are self-reliant, self responsible and self aware but never selfish. We know our actions will impact others and we take care to ensure this is done in a positive way.
- We are proud of the difference we make as individuals. We don't seek reward, praise, or recognition but that doesn't mean we don't appreciate these things.

Danecourt School



"I love being part of Danecourt. Watching the children grow and progress in their individual education is amazing, and knowing I am part of that is a wonderful experience for me.
I enjoy being a part of a strong, supportive team that the school provides, we all work well together.
Becoming a TA within the Danecourt community is the best move I have made. My role is so enjoyable and I look forward to coming in to school everyday."

Leanne Blackwell - Teaching Assistant

What we offer you:

- Comprehensive induction package
- Extensive training package
- A dedicated, friendly, highly trained staff team

Danecourt School

Team Player

(Understanding the contribution we make to the greater good)

- Working here feels like being part of a family, we may not always see eye to eye, but we certainly don't hold a grudge. We lift each other's spirits with humour, encouragement and cake.

- Like a choir, everyone's voice counts so don't expect to sit at the back and not contribute. We recognise each other's strengths and weaknesses and use these to come together as a single unit singing from the same song sheet.

- Working as a member of our organisation offers limitless opportunities to fulfil your potential. We are a learning organisation who choose to dream big. As valued team players, we always look sideways at each other, never up or down.

- We are a powerful team with a single goal to be the best we can be, we don't turn a blind eye because it's not my responsibility. We may play in different positions but we understand that victory is ultimately the result of superb team effort.

Danecourt School



"Working at Danecourt is incredible, the school feels like a family. Every person here is important, I feel very lucky to have a job that I am passionate about that brings me so much joy."

Beth Shearing - Class Teacher

What we offer you:

- Regular coaching sessions with other teachers to gain feedback and support.
- Opportunity to complete the Early Career Teacher programme

Danecourt School

Aspirational

(Understanding what is the greater good)

- We believe nothing is impossible, the word itself says i'm possible. The reason it hasn't been done yet is because nobody's done it, but that's what we support you to do.
- We strive to be the best version of ourselves we can be, we work on improving our knowledge skills and understanding.
- Aspiration drives us, what we do today is better than what we did yesterday, but not as good as we will do tomorrow.
- As an organisation learning is at the heart of everything we do. Each day provides us with unique opportunities to learn, develop and grow, to reach for the STARS.

Danecourt School



"I like working here as I feel valued and supported. The children always make me feel like I have done something rewarding."

Tara Wren - Higher Level Teaching Assistant

What we offer you:

- Extensive and personalised professional development
- Opportunities for internal progression

Danecourt School

Resilient

(Continuing to strive to the greater good)

- For us personal growth is about overcoming challenges with the support of the team around you. People who are positive and upbeat will thrive here. It's okay to be apprehensive but we have all been there and we get it.

- The journey is fulfilling and exciting but the road isn't always smooth we recognise you made need to divert, reroute or refuel. That's okay, as long as you always keep our values first and foremost in your vision.

- We are a can do, not a can't do culture. We are problem solvers not problem creators, there is always a solution it might take a bit of time to find it, but we know that eventually you will.

- If at first we don't succeed stop, take a breath and think about what we might to differently. We are a reflective organisation who recognise that making mistakes is an important part of personal growth on our learning journey.

Danecourt School



"I love working at Danecourt, and being part of a team who make a difference to children's lives everyday has a real sense of achievement."

Lenna Wells - Office Administrator

What we offer you:

- Trust benefits and rewards
- A well being team that offers peer mentoring, fun events, and a listening ear

Danecourt School

Successful

(Celebrating the greater good)

- We are a professional organisation that recognises that the most important resource we have is YOU.
- Our enthusiasm is infectious your success, is our success, and our success is the children's success. Your professional development is an entitlement not just an offer, our training is bespoke and individual matched to your needs not a one size fits all.
- We celebrate success but it doesn't last long as we always want to do better, for us it's always about what **we** have done never about what **I** have done. We are a feel good uplifting organisation with success being the result of our true collaborative spirit.
- **Success is us, our team, our family, Danecourt.**

Danecourt School



"Working at Danecourt you feel part of a supportive, caring team all working together for the success of our children. I have been given many opportunities to develop professionally and personally through the support I'm given through by colleagues."

Emma Cotton - Senior Leader of learning

What we offer you:

- Experienced, supportive and caring leadership team
- Ongoing CPD such as NPQML

Danecourt School