



Culture and ethos - Improvement guides Being encouraged through a vibrant and progressive school culture and climate

A school is good to the extent that...

Staff regularly express and share the need for high expectations and standards.

It recognises the contributions of all staff, including those of support staff.

Leaders seek regular feedback on their performance and listen to staff opinions and concerns.

All staff are encouraged to contribute to the development of good quality programmes and materials.

A school is excellent to the extent that...

Staff and pupils internalise and exemplify high expectations and professional standards in all their daily routines.

It routinely and systematically shares and celebrates the contributions and achievements of staff, pupils, and the wider community.

Leaders systematically seek and act on feedback on their performance and communicate the outcomes to staff and pupils.

Staff and pupils are creative and innovative, working in a context where there is neither a blame culture nor a fear of failure. They have a problem-solving and 'can-do' approach to challenges.