



School Aims & Ethos - The 4Rs Staff Expectations

The 4Rs are central to the ethos of West Coventry Academy. They enable us to develop a common language and set of expectations across the school community.

The 4 Rs involve being

- Respectful
- Responsible
- Resilient
- Ready to Learn

In practice, this means that we expect students, staff, parents and governors to model these core values.

Staff Expectations - Respectful

- Staff model **respectful** behaviour to promote a culture of mutual **respect**
- Communicate with others in a calm and **respectful** manner
- Feedback on work showing students that their work and effort has been valued.
- Show **respect** through being fair and consistent when dealing with students
- Promote that **respect** for effort brings reward

Staff Expectations - Responsible

- Staff are **responsible** for creating a positive and calm learning environment
- Teachers are **responsible** for delivering well planned and meaningful learning experiences
- Teachers understand the **responsibility** of their role as a tutor
- Staff understand the **responsibility** of working in a school
- Staff are **responsible** for modelling expectations
- Staff are **responsible** for challenging poor behaviour and uphold school policies consistently
- Staff are **responsible** for following the academy's code of conduct

Staff Expectations - Resilient

- Support the whole school community to build **resilience**
- Identify vulnerable students that may have barriers to learning, support them in reducing barriers and equip them with the skills to build their **resilience**
- Praise student's efforts
- Teach students that we learn from make mistakes
- Be open and flexible to new initiatives
- Develop a Growth Mindset

Staff Expectations - Ready to Learn

- Ensure lessons are well planned and have impact for all students
- Ensure you are punctual to lessons and greet the students in a positive way
- Ensure school rules are applied consistently and fairly
- Listen to student concerns and help students overcome barriers to learning
- Empower students to become independent learners