

VALUES & BEHAVIOURS

Governors • Leaders • Staff • Learners



Excellence • Respect • Trust • Enterprise • Enjoyment

Introduction - Our Values and Behaviours



At Derwentside College, we believe that our values and the behaviours that embody them are the foundation of an exceptional culture. Culture is not merely a by-product of what we do; it is the essence of who we are and how we work together to achieve excellence. As we strive toward our ambitious goal of becoming an outstanding college, our values and behaviours will guide us, inspire us, and unite us as one community.

Our college is a diverse and dynamic environment, home to governors, leaders, staff, and students who each play a vital role in shaping our culture. By aligning our collective actions with our shared values, we ensure that every interaction, decision, and initiative contributes to a supportive, inclusive, and high-performing environment.

Why Culture Matters

Culture defines the way we think, act, and feel about being part of this college. It influences how we collaborate, support each other, and overcome challenges. A positive and well-defined culture fosters trust, respect, and accountability - qualities that enable everyone to reach their full potential and collectively achieve outstanding results.

At Derwentside College, our values and behaviours are more than words on a page; they are a commitment to excellence in everything we do. By embedding these principles into every aspect of our college life, we create a shared sense of purpose and direction that propels us toward success.

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Our Shared Values

The values we uphold reflect our aspirations and the essence of who we strive to be. They underpin our commitment to delivering excellence in education and fostering a nurturing and inspiring learning environment. These values include:

Trust	Building confidence through reliability and transparency.
Respect	Valuing every individual's contribution and treating each other with dignity.
Enterprise	Encouraging initiative, innovation, and a proactive approach to opportunities.
Excellence	Striving for the highest standards in all that we do.
Enjoyment	Creating a positive and enjoyable environment where everyone can thrive.

Each group within our college has a distinct and vital role in upholding these values, contributing to the collective culture we are building:

Governors lead by example, championing the college's mission and ensuring strategic decisions reflect our core values.

Leaders model the behaviours that inspire trust and motivate others, fostering an environment where everyone can thrive.

Staff embody our values in their daily work, delivering high-quality teaching, support, and services with professionalism and care.

Students bring our values to life by respecting each other, taking responsibility for their learning, and contributing to a positive college environment.

Together, we create a culture where everyone feels proud to belong and motivated to excel. By living our values and demonstrating these behaviours consistently, we are building the foundation for our college to not only to achieve excellence, but also to be a place where every individual can flourish.

Let's Commit to Excellence

As we embark on this journey, let us all reflect on how we can contribute to a culture of excellence through our actions and attitudes. By living our values, we are not just working toward a shared vision; we are shaping the legacy of Derwentside College as a beacon of inspiration, opportunity, and success.

Together, we can achieve great things for our learners, partners and our local community.

Governors

Excellence



Governors will:

- Maintain an excellent level of attendance, arriving promptly and ensuring they are well prepared for meetings.
- Engage effectively in all interactions with the College, sharing their knowledge, skills and expertise and making a valuable contribution.
- Support the college to continuously improve its corporate governance structures and processes.
- Set the highest expectations and standards for our staff, students and ourselves.

Respect



Governors will:

- Recognise that diversity is critical in good decision making and be respectful of all contributions.
- Be present in meetings, actively listening and engaging in the topic of discussion.
- Collaborate with colleagues as a team and respect each other.
- Recognise that challenge must, at times be robust, but provide support in equal measure.

Trust



Governors will:

- Operate within Nolan's Seven Principles of Public Life - acting with integrity, objectivity, accountability, openness, selflessness, honesty and leadership.
- Apply reason and judgement in decision making.
- Support a 'no blame' culture, where failure is seen as an opportunity to learn and develop.
- Always act in the best interests of the college and our learners.

Enterprise



Governors will:

- Work collaboratively with staff, learners and stakeholders to support continuous improvement.
- Use their knowledge, skills and expertise to add value to the College, supporting the Executive Team to innovate and bringing a different perspective.
- Adapt to changing circumstances and seize new opportunities.

Enjoyment



Governors will:

- Approach their role with enthusiasm and make the most of opportunities made available to them to engage with the College.
- Celebrate and endorse success.
- Enjoy their work and the relationships they build internally and externally.
- Be welcoming, friendly and authentic.



Leaders

Excellence



Leaders will:

- Hold the highest expectations and standards, demonstrating excellence in their own actions and setting an example for others to follow.
- Drive continuous improvement, regularly seeking feedback to improve services and performance.
- Engage in ongoing professional development to enhance their knowledge and skills.
- Take ownership of tasks and projects, acknowledging successes and learning from failures.

Respect



Leaders will:

- Listen actively to understand the perspectives and concerns of others, fostering a collaborative environment.
- Promote and embrace diversity by creating an inclusive environment where everyone feels valued and respected.
- Ensure that all decisions and actions are fair and just, treating everyone equally regardless of their position or background.
- Encourage open dialogue and create a safe space for team members to express their thoughts and concerns without fear of judgment or retaliation.

Trust



Leaders will:

- Be honest and transparent in all interactions, building trust and credibility through consistent and clear communication.
- Trust their team, giving them the autonomy to make decisions.
- Provide the necessary support and resources their team need to succeed, being available to help and offer guidance when needed.
- Hold themselves and their teams accountable for meeting commitments and professional standards.

Enterprise



Leaders will:

- Foster a culture that is responsive to change and adaptable in the face of new challenges and opportunities.
- Take the initiative in identifying opportunities for improvement and driving projects forward without waiting for direction.
- Encourage team members to make the best use of available resources, finding efficient and effective ways to achieve goals. Promote a mindset of innovation and practical problem-solving.
- Foster a collaborative environment where individuals and teams work together towards common goals, encouraging open communication across departments.

Enjoyment



Leaders will:

- Create a positive culture and atmosphere that is welcoming, friendly and supportive.
- Organise and participate in team-building activities and informal gatherings to strengthen relationships and create a sense of community.
- Acknowledge and celebrate the contributions and achievements of team members and students, showing appreciation for their hard work and dedication.
- Maintain an open-door policy and show genuine interest in employee wellbeing, supporting growth through learning and career advancement opportunities.

Staff

Excellence



Staff will:

- Hold the highest expectations and standards for our learners, setting an example for them to follow.
- Strive for excellence in service delivery, actively seeking feedback from learners, employers and stakeholders to deliver continuous improvement.
- Engage enthusiastically in their professional development, building their knowledge, skills and behaviours and achieving their objectives and targets.

Respect



Staff will:

- Respect the fundamental British values of democracy, rule of law and individual liberty, promoting an environment of mutual respect and tolerance for people from all walks of life.
- Promote and embrace diversity and difference, accepting people for who they are.
- Be polite and courteous in all interactions, acknowledging other people's viewpoints, even when they differ from their own.

Trust



Staff will:

- Take responsibility for their work and actions, holding themselves to account for their own performance and behaviour.
- Provide honest, constructive feedback aimed at growth and improvement, while being supportive and respectful.
- Communicate effectively, sharing information openly and honestly, and being clear about intentions and expectations.
- Learn from their mistakes in an environment free from blame, where learning and reflection is encouraged.

Enterprise



Staff will:

- Take the initiative when faced with new challenges and opportunities.
- Be proactive and seek out new ideas, supporting creative initiatives and being open to innovation.
- Embrace change and challenge the status quo.

Enjoyment



Staff will:

- Approach their work with enthusiasm and optimism for the future.
- Enjoy their work and the relationships they have with each other.
- Be welcoming and friendly, taking enjoyment from their relationships with colleagues, learners and all those they come into contact with.



Learners

Excellence



Learners will:

- Maintain an excellent level of attendance (90%+) throughout their course and follow our absence procedure if they are unable to attend.
- Arrive at all sessions on time and ready to learn.
- Strive to obtain the best possible results in all internal and external assessments and examinations.

Respect



Learners will:

- Maintain appropriate standards of behaviour, ensuring respect is shown to staff, other learners and visitors.
- Refrain from drinking or eating in classrooms (with the exception of water).
- Not use, or make visible, mobile phones or headphones in lessons, unless directed by their Tutor.
- Dress appropriately for an educational setting. If their course requires a uniform or protective clothing, they will ensure this is worn.
- Respect this is a non-smoking site and that smoking should only take place in the designated area.
- Not engage in bullying, harassment, intimidation or verbal abuse towards any other learner or staff member.

Trust



Learners will:

- Complete all work set by the agreed deadlines and to the best of their ability, ensuring it is their own work.
- Adhere to all College policies, including the Acceptable Use of ICT.
- Accept that the use of or being under the influence of alcohol and/or drugs is strictly prohibited.

Enterprise



Learners will:

- Check their College email account, learner notice boards, StudentNet, Canvas and social media, to keep abreast of current news, important updates and work set by your Tutor.
- Take advantage of all opportunities and enrichment activities provided.
- Learn from their tutor and other role models to gain a valuable set of life skills for your future.

Enjoyment



Learners will:

- Make sure they enjoy their College experience, meet new friends, and develop your personal skills.
- Actively participate in all lessons including Maths and English, Tutorial and Enterprise Studies to get the most out of their programme.
- Actively seek help and guidance from teaching staff and other staff members to help them succeed and enjoy their learning.



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