

The Staff Charter

This charter has been developed in consultation with members of our college community. It outlines how we put our shared values into practice. It defines the responsibilities of the organisation and its employees in achieving excellence/continual improvement, and fulfilling **our mission: we believe education changes lives, so we put teaching and learning and the needs of our students first.**

What I can expect from Runshaw

Caring and ethical leadership which listens to my views/ideas and values my contribution, and which is focussed on teamwork, enjoyment and high performance/continual improvement.

A **culture of respect**, free from discrimination and harassment, and appropriate use, storage and disposal of my personal data.

Training, resources and opportunities to allow me to perform at a high level and develop in my role/career in a safe, healthy and supportive environment.

What Runshaw can expect from me

To be a **dedicated** and **supportive member of my team**, embracing challenge and change in the pursuit of excellence/continuous improvement, and enjoyment/job satisfaction.

To **respect, value and promote difference**, including difference of opinion, and to **respect the privacy of others**, including appropriate storage, use and disposal of data.

To **take ownership** of my responsibility to fulfil my role to the best of my ability, and to play my part in making the college a safe, caring and successful place to work.

Our Values



DEDICATION



ENJOYMENT



EXCELLENCE



RESPECT