

# We are Leaders in a Learning Environment

We welcome lifelong personal and professional development.

Acting with respect for all, we collaborate, communicate, and cooperate with our colleagues, knowing that fulfilled, happy and energised teams are important components of an exemplary student experience.

## We are Brave

We expect and value honesty.

We speak freely from our experiences with respect and awareness of others.

We expect and listen to direct feedback, even when another's opinion is uncomfortable.

Where we can, we take decisive and timely action to improve processes, experiences, and situations for the good of all at the college.

## We are Consistent

We act towards others in a predictable and beneficial manner. Within reason, we behave regardless of our own mood or emotional state. Our leadership style, albeit individual to us, is an authentic and valuable touchstone on which others can depend. We seek to offer stable, trustworthy, and positive leadership unaffected by the vagaries of the day.

We leaders take responsibility for being a significant resource to others in our college and recognise that some of the best observations are not necessarily our own.

Therefore, we are determined to create a culture of consistency and competence by holding ourselves and others to high standards when interacting and communicating with all at our college.

**Bournemouth  
& Poole College**

## We are Collaborative

We are curious - always seeking to understand.

We cooperate, connect and are determined to understand our peers, teams, other departments, students, stakeholders, and suppliers.

We make ourselves available and are visible in our leadership roles and strive to ensure effective, two-way communication is a top priority.

## We take Ownership

We are 100% responsible for our behaviour.

We expect to be held to high standards for what we do and what we say. We are reliable – and if unable to fulfil a pledge made, we offer timely and honest explanations. Where we accept and take on a task, we happily accept questions about our progress and ask for help if needed.

## We are Brilliant

We are always learning and will always find a way forward. Whether formally or informally; by our successes or the mistakes we admit to having made. We are in the education business.

We don't know it all, and so we coach and learn from each other, trusting that we can be better tomorrow than we are today.

**Leadership Charter**