



COLLEGE CHARTER

I will promote a culture of *Ambition & Challenge* by:

- Having the highest expectations for everyone and inspiring them to achieve their full potential
- Ensuring that roles and responsibilities are clear
- Actively embedding the College's Promoting Positive Behaviours Learner Standards
- Recognising and celebrating excellent performance of all stakeholders, including actively supporting celebration events and seeking national recognition for the outstanding work that the College does
- Welcoming and applying the rigorous standards necessary to support continuous improvement in performance
- Embracing and promoting innovation, recognising and acknowledging best practice by adopting and sharing it
- Measuring our performance against appropriate benchmarks as a basis for continuous improvement
- Embracing continuous development and actively addressing areas for improvement
- Recognising when someone needs help and taking positive action



I will promote a culture of *Creativity & Curiosity* by:

- Actively supporting innovation and change, including maximising the use of technology and available resources in a sustainable manner, maintaining efficiencies, managing time effectively and promoting sustainability
- Taking ownership over our own continuous professional development, identifying and engaging in career-long professional development, College Staff Development and training opportunities
- Taking an ambitious, active, reflective and constructive part in the appraisal process



I will ensure and respect an environment of *Care, Trust & Belonging* by:

- Being open, honest, courteous and supportive in dealings with others
- Respecting diversity and promoting equality and cohesion, and ensuring that all our representations, activities and services fully reflect a diverse society
- Valuing and supporting all our colleagues and stakeholders equally as part of a safe environment
- Identifying and removing barriers where they exist, and making reasonable adjustments to ensure everyone receives appropriate support to reach their full potential
- Leading by example by taking an ambitious approach
- Managing negativity both in ourselves and others, and supporting others when they challenge negative behaviour
- Maintaining a 'no blame' culture by prioritising a solution-focused approach



I will promote a
Collaborative culture by:

- Encouraging colleagues to express their opinions responsibly and constructively
- Inviting feedback and respecting other people's views
- Using clear, effective language consistent with the College's high expectations
- Dealing with issues promptly and effectively
- Acknowledging and respecting the roles and responsibilities of others, recognising and utilising the skills, knowledge, experience and resources of all colleagues
- Actively seeking and sharing information, responding to all communications within acceptable timescales, and continuously seeking ways to improve communication
- Ensuring a consistent approach in embracing cross-College collaboration and sharing best practice
- Sharing responsibility for, and celebrating the success of, our teams and stakeholders



I will actively demonstrate and support a culture of
Leadership For All by:

- Inspiring and supporting an ambitious and challenging culture that expects and ensures outstanding outcomes for all stakeholders
- Role modelling high expectations and behaviours that promote, and motivate others to promote, the College Core Values
- Representing the College professionally at all times
- Ensuring appropriate dress and appearance for the occasion
- Being prepared, punctual and ready to engage in College activities
- Fulfilling our own and wider College responsibilities conscientiously
- Implementing and applying strategies and policies fairly and consistently
- Ensuring resources are maintained and accessible in accordance with College procedures and best practice



I will support and promote College strategies to
Build Beyond by:

- Understanding the wider issues and opportunities affecting the College and sector as a whole
- Developing an awareness and understanding of all sectors of the community relevant to the College
- Taking an active and constructive part in consultation opportunities, e.g. Academic Board
- Being proactive and committed to sustainable practices that support the environment, the wider community and the wider sustainability agenda
- Working together to ensure that Burnley College continues to build futures and change lives



CORE VALUES



Building **FUTURES,**
Changing **LIVES**