



ALLERTON GRANGE SCHOOL

Our Culture sets us apart



OUR CULTURE



We are true to our core values and enable our employees to engage in challenging and rewarding work, whilst at the same time supporting them to Aspire, Grow and Succeed.

We believe that engaged, motivated and happy staff are the foundation of a successful school community.

OUR MISSION



Aspire: We want everyone at Allerton Grange to be the best they can be and, therefore, we set the very highest expectations for all members of our school, regardless of background or ability. We expect the highest standards of behaviour and attitude; the highest standards of uniform and organisation; the highest standards of teaching and learning and conduct from our staff.

Grow: The KLAS curriculum at Allerton Grange ensures that students know and remember more; they read and understand more and their character and confidence grows. Our student leadership programme enables students to take on additional responsibilities. We invest heavily in developing our staff and ensuring each team member grows as a professional.

Succeed: Our commitment to improvement delivers success. We celebrate this success with students and staff. We are a good and improving school where the quality of teaching ensures that students know more and remember more. Students are rewarded constantly for meeting the expectations the school sets.

OUR VISION



Allerton Grange School is a beacon of excellence, empowering every student to Aspire, Grow and Succeed.

Through our transformative KLAS curriculum, we cultivate ambitious, well-rounded individuals who are equipped to thrive in an ever-changing world.

We are relentless in our pursuit of exceptional outcomes, ensuring every student accesses life-changing educational experiences that unlock limitless possibilities.

Our inclusive, diverse community fosters a culture of kindness, respect, and uncompromising aspiration, inspiring students to become confident, articulate leaders and active citizens, who contribute positively to society. Our shared values create a school where both students and staff can flourish.

OUR VALUES



The Allerton Grange values are the behaviours and qualities that are valued in our staff community.

At Allerton Grange, we place particular emphasis on the following values and qualities.

This means we are looking to recruit and promote people who live these values on a daily basis.

Integrity – Compassion – Community - Humility



OUR VALUES



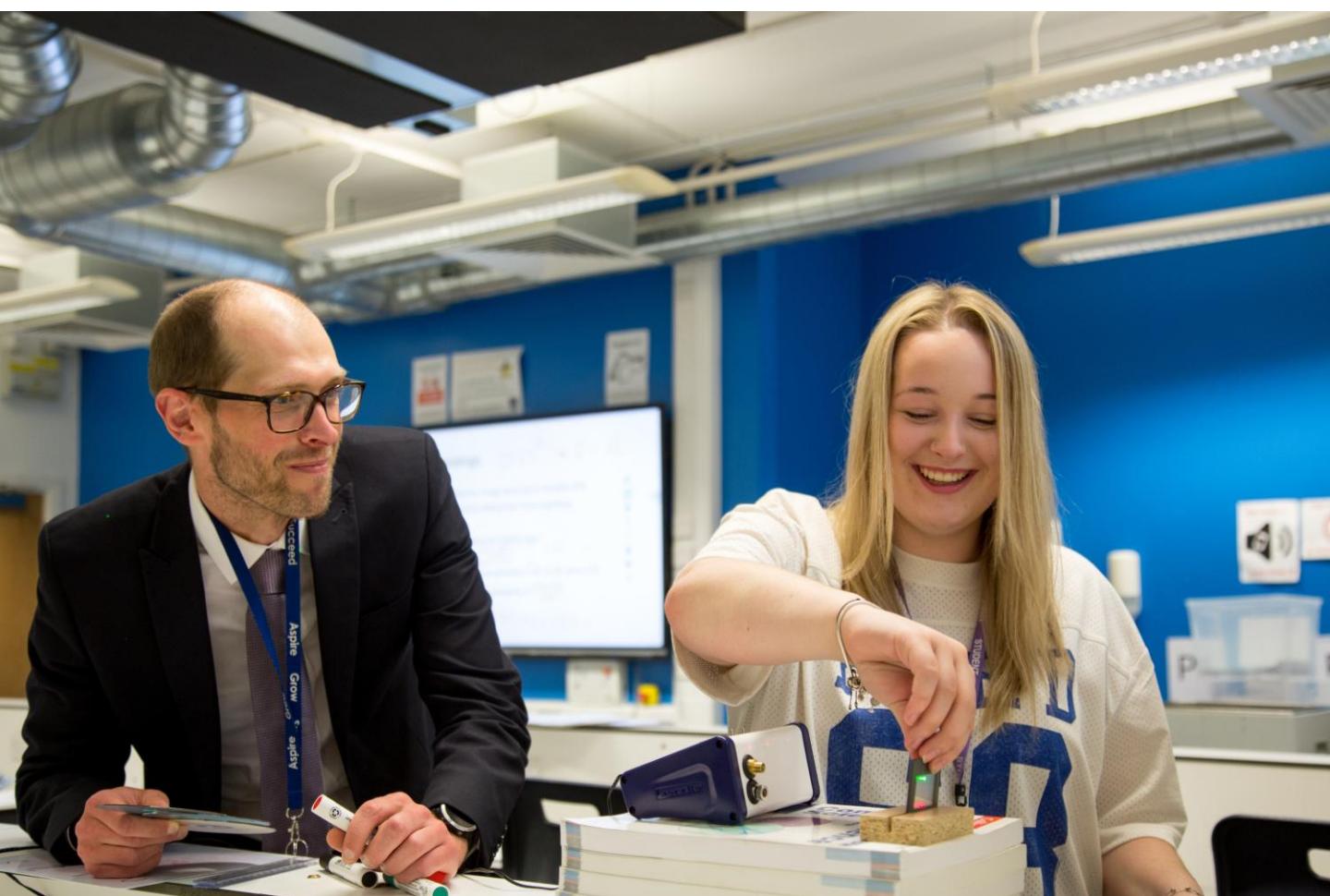
Integrity: Our actions are consistent, based on a deep commitment and courage to always do the right thing for the right reason. This will always be in the best interest of the school.

Compassion: We demonstrate a willingness and desire to be kind to others. We are thoughtful and aware of what others' lives and experiences are like.

Community: We recognise and appreciate that we are part of a collective body. We are part of the staff community, the school community and our local community.

Humility: We are without any ego; we think of others before our self. We are open to the opinions of others and allow them to undertake their role with independence.

OUR WAY OF WORKING



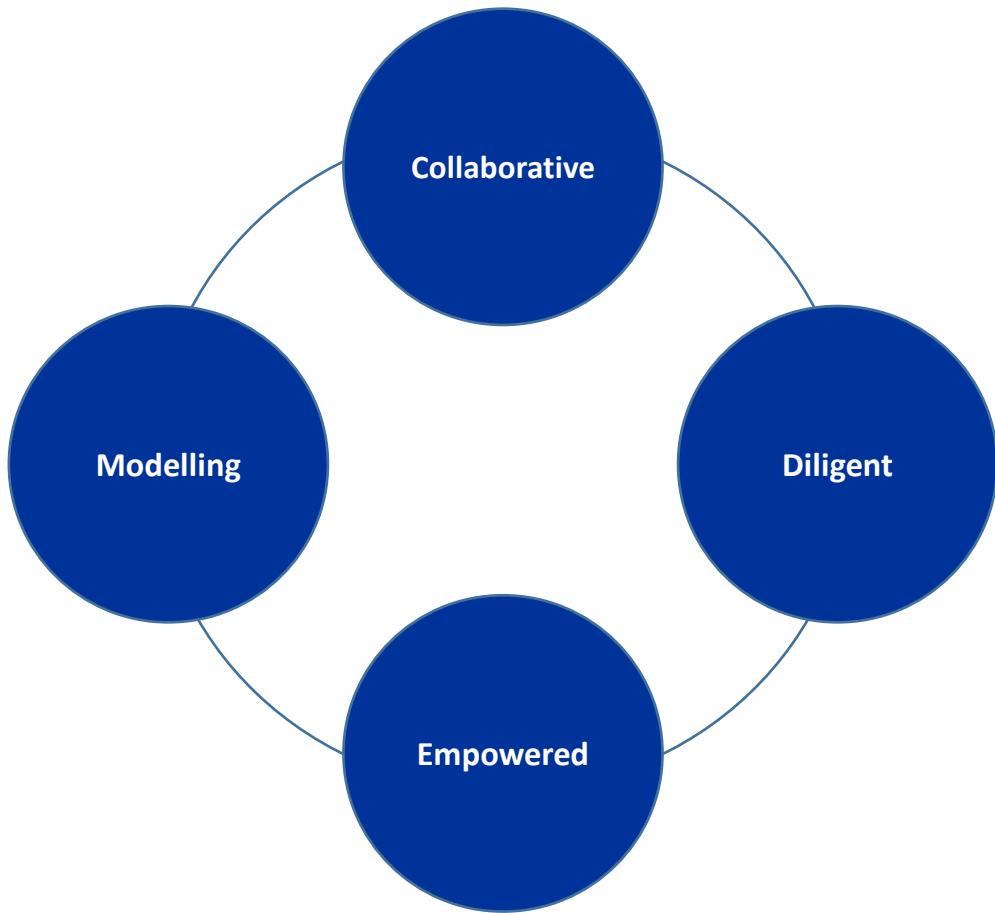
At Allerton Grange, we challenge ourselves to continually improve and grow as a staff community.

We coach and guide colleagues to unlock their skills and passion for teaching and supporting students to achieve their best. We are proud of our work, both as teachers and support staff, and the positive impact this has for students and their families.

Our ethos promotes trust, autonomy and professional respect across the organisation. We provide our staff with a range of services that assist individual wellbeing.

Allerton Grange staff are encouraged to develop and grow, taking the next steps in their career, within the school wherever possible.

OUR WAY OF WORKING



Collaborative: We are collaborative in our approach and in the way we face challenge; working together, listening and learning from each other.

Modelling: We lead by example and act as positive role models. We model the highest expectations for behaviour and conduct in everything we do.

Diligent: We are diligent in our work. We concentrate persistently to achieve our goals whether personal, professional or academic.

Empowered: We empower others to act and bring about positive change. We build the trust, confidence and competence to succeed.

EQUALITY, DIVERSITY & INCLUSION



At Allerton Grange, we are committed to supporting all members of our school community to share and promote a commitment to equality, diversity and community cohesion.

We are continually working to ensure all members of our school community are treated with respect, kindness and dignity, and are free from discrimination, bullying, harassment and victimisation.

EQUALITY, DIVERSITY & INCLUSION



The Equality Act 2010 states that it is unlawful for a school to discriminate against a student or prospective student by treating them less favourably because of their:

- **sex**
- **race or racial group**
- **disability**
- **religion or belief**
- **sexual orientation**
- **gender reassignment**
- **pregnancy or maternity**

EQUALITY, DIVERSITY & INCLUSION



Our cultural diversity is one of our strengths, and we value the contributions all members of our school community to the working and learning environment. We are continually working to ensure that these commitments, reinforced by our values, are embedded in our working practices.

One way Allerton Grange achieves this is through The RED Award – an audit tool supported by The Red Kite Alliance which provides sustainability in a school's ambition to secure Equality, Diversity and Inclusion across its community.



RED AWARD



At Allerton Grange, we challenge ourselves to continually improve and grow as a staff community.

We coach and guide colleagues to unlock their skills and passion for teaching and supporting students to achieve their best. We are proud of our work, both as teachers and support staff, and the positive impact this has for students and their families.

Our ethos promotes trust, autonomy and professional respect across the organisation. We provide our staff with a range of services that assist individual wellbeing.

Allerton Grange staff are encouraged to develop and grow, taking the next steps in their career, within the school wherever possible.