
	Strength in Partnership		Investment in Character		Excellence in Learning	
	Honesty We evaluate leadership and teaching critically to enable schools to inspire our children. We have a feedback culture where feedback is given with integrity, thoughtfulness, and honesty	Opportunity We welcome, research, and seek innovation. Each of our schools brings a wealth of experience, difference, and insight to shape the future of Frays	Positivity We collaborate with each other to innovate. Our children and staff have a growth mindset and a 'can do' approach	Equality We are building an inclusive culture that encourages, supports, and celebrates the diversity within our schools and teams. We build aspiration for all our children to achieve		
	Empowering Minds Nurturing Hearts Journeying in Faith and Purpose					
	Forgiveness	Faith	Love	Trust	Hope	
	<p>Empowering minds with a foundation rooted in faith, our school embraces Jeremiah. Grounded in love and biblical teachings, we prepare children for purposeful lives. We aim to guide everyone towards fulfilling their God-given potential, to flourish academically, and embrace a future filled with hope. Journeying together; trusting in a limitless future.</p> <p>At Cowley St Laurence we want everyone to:</p> <ul style="list-style-type: none"> be educated for lifelong learning in order to prepare them for the future. make challenging decisions for themselves, and set high aspirations in order to achieve their potential, whilst trusting in God's plan. have enquiring minds and take risks whilst discovering more about God's world and their place within it. flourish as individuals, having self-belief and self-worth, as part of a wider Christian community. respect and appreciate everyone as individuals who are unique and different but are all part of God's family. develop their integrity, in an ever-challenging world, so that they choose the right path and can reflect when things go wrong and show forgiveness. 					
Frays Leadership Behaviours	Leaders are conscientiousness and dutiful We do this by: <ul style="list-style-type: none"> Having emotional intelligence, understanding ourselves and the influence we have on others Challenging behaviour which negatively impacts on others and or children's learning Supporting the structures, processes, and governance within Frays 	Leaders are fair and work for the good of all children We do this by: <ul style="list-style-type: none"> Consistently place the well-being of all children above popularity Valuing diversity, fostering inclusivity Being objective, making decisions based on evidence, accurate and non-biased information Challenging discrimination Being respectfully persistent and assertive with others who need to 	Leaders foster positivity and encouragement We do this by: <ul style="list-style-type: none"> Believing in our own and others' ability to improve education Modelling composure and kindness to overcome setbacks Bringing people together to collaborate and innovate 	Leaders are trustworthy and reliable We do this by: <ul style="list-style-type: none"> Keeping our word, we follow through on commitments Always acting in the best interests of children Being open in declaring perceived conflicts of interest and/or relationships before taking decisions. Being objective and impartial 	Leaders work courageously in the best interests of children We do this by: <ul style="list-style-type: none"> Embracing learning, we learn from mistakes, seeking and reflecting on feedback Holding one another to account for keeping children safe Having an inspiring curriculum which is right for each school community 	

		act for the best interests of children			<p>Leaders use experience, knowledge, and insight</p> <p>We do this by:</p> <ul style="list-style-type: none">• Continuously learning and sharing knowledge across Frays• Being open to challenge, others' observations, and feedback• Being open and accountable for our decisions, behaviours, and actions• Building teams who are respectful of each other's views and supports ideas and innovation
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