Meadowside Primary School

Making a difference for our future

Staff Cultural Blueprint

At Meadowside, we create a place where every child feels they belong, every adult feels valued, and every learner is encouraged to achieve beyond what they thought possible.

We believe that success comes from combining high expectations with strong relationships, ambitious teaching with joyful learning, and individual support with collective responsibility.

This document summarises the aspirations of all our staff.

Our Cultural Commitments

1. Belonging First

We create a school where:

- Every child feels safe, known and supported.
- Every family feels welcomed.
- Every member of staff feels respected.
- Every voice matters.
- Every member of staff is a role model.
- You leave a positive legacy.

We say:

"You belong here."

2. Relentless Ambition

We refuse to place ceilings on achievement.

We:

- Maintain high expectations for all.
- Celebrate effort and excellence.
- Challenge children to achieve more than they thought possible.
- Promote aspiration regardless of background or need.
- Strive for excellence in academic outcomes.

We say:

"We believe in you"

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3. Learning with Joy

Children learn best when they feel excited, safe and engaged.

We:

- Create a calm, safe and happy environment.
- Make learning memorable.
- Value play alongside academic achievement.
- Foster curiosity and creativity.
- Encourage children to love learning.

We say:

"Learning is hard work and great fun."

4. Every Child Means Every Child

Inclusion is not an initiative; it is who we are.

We:

- Take shared responsibility for every child.
- Remove barriers to success.
- Champion vulnerable learners.
- Ensure all children access ambitious learning.

We say:

"Every child matters."

5. Courage, Resilience and Ownership

We help children become confident learners who:

- Take pride in their work.
- Turn aspirations into reality.
- Learn from mistakes.
- Show resilience when challenged.
- Take ownership of their progress.

We say:

"Mistakes are important. They help us learn."

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6. Better Together

Strong schools are built by strong teams.

We:

- Believe that kindness is the framework for everything at Meadowside.
- Believe that every staff member's role has a direct impact on children's experiences
- Share expertise.
- Ensure passion and strategy drives subject leadership
- Give and receive feedback with trust.
- Celebrate collective success.
- Work in a well-resourced, equipped and calm environment.
- Never stop learning, no matter our role.

We say:

"We are in this together."

What We Expect From Ourselves

Every adult at Meadowside will:

- Put children first
- Put aspirations at the heart of everything we do
- Speak positively about the school
- Model professionalism and kindness
- Take responsibility, not wait for someone else
- Be ambitious for all children
- Continue to learn and improve
- Build positive relationships
- Protect the family feel of Meadowside

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What Success Looks Like...

When our culture is thriving:

Children

- Feel happy, safe and cared for.
- Love coming to school.
- Believe they can succeed through high aspirations.
- Show confidence, resilience and pride.
- Are ready for the next stage of education.

Staff

- Feel trusted and supported.
- Maintain a healthy work-life balance.
- Have high expectations.
- Work collaboratively.
- Continue developing professionally.
- Feel proud to work at Meadowside.

Families

- Feel welcomed and listened to.
- Trust the school.
- See their children flourishing.