

- » Aspiration  
There are no barriers to your ambition
- » Leadership  
Live your own life
- » Teamwork  
Together we achieve more
- » Humility  
Put others first
- » Courage  
Handle your fear
- » Hard work  
We need to make the most of our talents
- » Respect  
Treat others as you would like to be treated yourself
- » Service  
It is better to give than to receive
- » Integrity  
Be true to yourself
- » Forgiveness  
Forgiveness is a friendship preserver
- » Thankfulness  
Appreciate others; appreciate what you have
- » Perseverance  
Never give up

## We are Open through our Values

Everyone Is a Blessing

### Open learning habits....

**L**isten actively  
**E**ngage  
**A**sk and Answer  
**R**espect  
**N**ow is the time  
**T**eamwork

### Open Phrases

*"Thank you for..."*  
*"I need you to..."*  
*"That's what I need to see..."*  
*"Be that as it may"*  
*"What are we here for?"*

### We notice over and above behaviour by...

- LEARNT achievement points
- We recognise greatness by phoning home
- We run campaigns with rewards

## The Open Way

Be Ready  
 Be Respectful  
 Be Safe

### At Open we relentlessly....

- Meet and Greet
- We get 'round in 2'
- Walk and Talk
- End, send and thank each other
- PIP & RIP

*"Everyone is a blessing"*

### Open stepped consequences

----- Informal -----

**Reminder**- not meeting expectations

----- Formal -----

**Warning** - need to change

**Last Chance**  
 conversation/imposition

**Time Out** - reflect and return to staff member and repair

**Repair** - mend the situation and be ready to learn again

**Gross misconduct** (HOY/SLT involved)

### Open Repair

What happened?  
 What were you thinking at the time?  
 What have you thought since?  
 Who was affected?  
 Was anyone else affected?  
 What needs to happen next?

