

MANAGEMENT VALUES AND BEHAVIOUR

As Managers we believe learners are at the heart of what we do and we will lead by example to create an excellent college for learners, staff, employers and the community. To do this we will continuously:



1. Ensure learners achieve their potential through a high quality learning experience

- > deliver high quality teaching and learning for all
- > ensure programmes have high quality organisation and management
- > agree challenging, achievable goals and targets with all learners
- > ensure learners receive the support needed to achieve success
- > achieve success rates above college performance targets/levels
- > celebrate all aspects of learner success

2. Value and respect others and celebrate diversity

- > listen to and value the opinions of others
- > express thanks and appreciation for everyone's contribution
- > challenge unacceptable and discriminatory behaviour and attitudes
- > be proactive in recognising and celebrating diversity
- > lead and share the promotion of diversity

3. Lead, support and develop staff to achieve excellence

- > lead with integrity and be open, honest and fair
- > use performance management rigorously in an open, supportive and constructive manner
- > support, challenge, encourage and develop staff
- > recognise good performance and challenge under-performance
- > communicate clearly on college and team direction, strategies and expectations
- > ensure compliance with college policies and procedures

4. Create productive partnerships by working collaboratively with colleagues at Lancaster and Morecambe College and in other organisations to create effective partnerships

- > recognise and communicate the place of the team and how it relates to others in the college's strategy
- > work with colleagues and partners in a co-operative manner
- > seek opportunities for productive partnerships and respond to market and partner requirements

5. Be financially aware and manage resources effectively and efficiently

- > ensure sharing of all college resources
- > monitor and manage budgets to ensure best value
- > acquire and deploy resources ethically, transparently and in a safe and sustainable manner
- > maximise opportunities for income generation to benefit the college and learners

6. Adopt a proactive and innovative approach to change and opportunity

- > encourage staff and learners to identify opportunities for improvement
- > consult and communicate when managing change or innovation
- > identify, highlight and share best practice within and outside the college
- > be positive and optimistic when implementing change

Agreement

Print Name:

Signature:

Date:

