

Monday 23<sup>rd</sup> January 2023

Dear parents and carers,

### Culture Code

We are now a few weeks in to a positive start to the Spring term, and I am writing to update you on our work to improve the 'culture' across the academy.

At Kirk Hallam, we have high expectations of all our students and we are a truly ambitious learning community. To be the best we can be, we have now introduced our new 'Culture Code'. This new initiative brings together our whole school vision, our common mission, the development of character, and provides absolute clarity of expectations.

The development of a positive culture in any school is critical for its success. We have been introducing the Culture Code in stages with our students during the autumn term to ensure they are fully familiar with its content. On return to school, all students took part in extended tutor time activities and a year group assembly to discuss expectations and raise aspirations.

I have been delighted with how students have engaged with the Culture Code since its introduction and we will continue to expect the very best from ourselves and our students.

Peter Drucker, a famous management consultant and writer, once said that "culture eats strategy for breakfast". We truly believe that an empowering and positive culture across our school is the key to its continued improvement. This all begins with taking responsibility, communicating positively, working hard and being kind.

The attached Culture Code document contains all the information discussed with students. This should provide all parents and carers with a clarity of understanding in terms of our aspirations and expectations for Kirk Hallam students.

Yours sincerely,



**Mr C Turner**  
Headteacher



**Mr D Lloyd-Jones**  
Deputy Headteacher