LIBERTY
College

The Culture Code

What is a Culture Code?

"A culture code is a set of principles and values that define the behaviors, beliefs, and practices of a group or organization. It serves as a blueprint for how members interact and make decisions, fostering a cohesive environment. Understanding culture codes can significantly impact how groups function, whether in social settings or professional organizations."

What is Culture Code? | Changeengine

Liberty's Culture Code is a set of key principles upon which the organisation was founded & the expectation for how it will continue

Liberty's Culture Code

1. **Relationships first.**
   Relationship building is key to successful teaching and learning. Build a rapport from day one to foster positive connections that empower our learners. Always act with compassion, empathy, understanding and respect. Lead with love, prioritising what it is to be human, and create opportunities to build and nurture high-quality, meaningful relationships.

2. **Be yourself.**
   You need to be yourself to enable you to build relationships- just be a professional version of yourself! Take off your 'teacher hat' and be the best possible version of yourself, role modelling to our learners that they are safe to be themselves at Liberty.

3. **Learner centred- always!**
   Learners should always be at the centre of our decisions and actions. The Nolan Principle of selflessness means that we should act solely in the interest of children and young people. Put them at the heart of everything you do, actively listen to their views and involve them every step of the way to empower them to direct their own lives.

"No decision about me without me"

4. **The learner isn't broken- the system is.**
   Traditional models of education do not work for the majority. What many settings consider a learner's problem is often their greatest strength. The system punishes what the real world rewards, but Liberty cherishes each individual, building on their strengths and in doing so, their confidence & self-esteem. Remember- we embrace collaboration, not conformity.

5. **Respect is earned, not demanded.**
   Respect comes after relationships & trust has developed and is earned through your actions & how you treat others. Be respectful, patient and kind even if others are not- remember you are a role model! If we want young people to treat others as they wish to be treated, we must do the same.

6. **All behaviour is communication of a need.**
   Learner's behaviours reveal their inner state, unmet needs, or stresses. It's our job to look beneath the surface behaviours, to understand what the behaviour is trying to convey rather than just reacting to it, fostering empathy and better support. Be a behaviour detective & figure out the 'why'!

Stay personally connected without taking it personally- it's not about you!

7. **All hands on deck.**
   Liberty is a team, so we all pitch in when needed and strive to help and support one another wherever possible. This approach signifies a collective, all-inclusive effort, demanding teamwork to solve problems whilst never expecting someone to do something that you wouldn't do yourself.

8. **Embrace a growth mindset.**
   A growth mindset means understanding and accepting that we are all learners in life, that we constantly need to identify key learning for development, not just in our learners, but in ourselves. Our abilities, intelligence, and talents can be developed & improved through dedication, hard work & persistence. We embrace challenges, learn from criticism & find inspiration in the success of others, fostering resilience & a love of learning.

9. **Think outside the box- dare to be different!**
   We value & encourage creative and unconventional approaches, moving beyond traditional methods, and viewing challenges from new perspectives to find innovative solutions. Our learners are unique individuals, so our approach should be unique, creative and varied to meet their individual needs and personalities.

10. You miss the rainbows when you focus on the rain.

Positivity attracts positivity! Focusing on good thoughts, gratitude, and optimism shifts your perception, making you more likely to notice and create positive experiences, opportunities, and relationships, essentially acting like a magnet for good energy by changing your mindset and actions. It's a self-reinforcing cycle where positive thinking fuels positive actions and outcomes, drawing more joy and success into your life.





