



Name:	
Tutor Group:	
Classroom:	



Trinity Academy Professional Standards

What are Professional Standards and why do we have them?

Trinity Academy is committed to upholding the highest standards and expectations. Our Professional Standards serve as a guide for all staff, students, and stakeholders to adhere to in order to foster a positive learning environment. By upholding these standards, Trinity Academy aims to promote a culture of excellence, accountability, and mutual respect within the academy and wider community.



The manner in which we behave.

Professional conduct in school refers to behaviour that is appropriate, respectful and ethical. It involves acting in a manner that reflects positively on oneself, the school and the wider community.



DEDICATION

The quality of being committed to a task or team.

Professional dedication in school refers to the level of commitment and enthusiasm one has towards their work or academic pursuits. It involves a strong sense of purpose and a willingness to put in the time and effort necessary to achieve one's goals. This could be in the classroom or through the myriad of other opportunities outside of the classroom.



ORGANISATION

To be able to manage and prioritise responsibilities.

Professional organisation refers to the ability to manage and prioritise tasks, responsibilities, and resources in a manner that is efficient and effective. It includes being punctual and it involves being organised, prepared and proactive in order to meet deadlines and be ready to learn.



Feeling proud of yourself, your achievements and the communities you are in.

Professional pride in school refers to one's ability to present themselves and their work to the best of their ability. It instils personal responsibility and ownership through fostering a strong work ethic, attention to detail and a commitment to quality that leads to a sense of accomplishment from a job well done.





The moral (right) rules and qualities that support you in making good decisions.

Professional values in school, focusing on the values of empathy, honesty, respect, and responsibility, refers to the principles that guide behaviour and decision-making in a manner that is ethical, moral, and socially responsible.

VALUES



Professional Standard Conduct

Connect

1.	What do you understand about the term `conduct'? What do you think it means?
2.	What does it mean if someone conducts themselves in a professional way / manner? Could you use an example to support your explanation?
Re	eflection
1.	Which do you think is the most important reason we have the consequence system?
2.	What would be the implications (negative consequences / impact) if a school didn't have a consequence system?
3.	Links to the working world: What kind of behaviour expectations do you think a workplace would have, that may be similar to our expectations of you?

Professional Standard **Dedication**



Connect

1. Give one reason it is importar	nt to have good attendar	ice?			
. Do you know your current attendance? What was your final attendance last year? If you're in Year 7, do you know what your attendance was like in Year 6?					
Reflection What percentage range do you think we categorise as 'concerning', 'monitoring', 'good' and 'outstanding'. E.g. Do you think 0 – 50% would be categorised as concerning in school?					
Concerning	Monitoring	Good	Outstanding		
What would be the consequences in a work environment if your attendance was poor? 1.					
2.					



Professional Standard Organisation

Connect

1. List three ways you already show independence.
•
•
•
Consider, are there ways you could be more independent?

Reflection

Days of the Week	Name the subject you receive homework from on that day.
Monday	
Tuesday	
Wednesday	
Thursday	
Friday	

Discuss

- 1. Are there any events during the week that means you can't complete homework on a specific day?
- 2. Which days are better for completing homework? For example, could you complete History and MfL homework on a Tuesday and English and Maths on a Thursday?
- 3. Discussion point: What organisational strategies do you see adults use in their life or workplace?

Professional Standard Pride



Connect

Tick the Professional Standards student A is meeting. Cross the Professional Standards student B isn't meeting.

Professional Standard	Student A	Student B
Conduct		
Pride		
Values		
Dedication		
Organisation		



Reflection

1. Why might people be less likely to hire this man?		
2. What might people assume about the man that is dressed smartly?		





Professional Standard Values

Connect

Match our core values to the correct definition.

Honesty	Treating all people equally and treating them how we would want to be treated.
Empathy	Always telling the truth.
Respect	To try to understand how others may be feeling. 'Putting yourself in other people's shoes'.
Responsibility	Being accountable for your own actions and doing the right thing.

Reflection

State which value is being met below:

Saying thank you after a lesson.	
Admitting you have misbehaved e.g. not completed your homework.	
Saying hello or asking how a member of staff is.	
Accepting the consequences of your actions.	
Supporting another student who is lost in the corridor.	

Think of your own situation, in a workplace, where one of the values is expected of employees.

Professional Standards Termly Reflection

Context

Sean (Manager of Everton) is speaking to two podcast interviewers about how he ensures his football players are good people.

Sean Dyche:

"I ask them to speak to people in the right manner, to travel clean as a group. We don't have one person with flip flops, one person with earphones on, one person with one arm, one sleeve turned up one sleeve down and one leg up and one down and all that nonsense. We don't have that. They're the non-negotiables.

I've rung a couple of education officers (teachers), to ask about the character of a player, to ask what they're like. I've rung youth coaches up, players I've known have been on the scene since they were 18, sorry, playing in first teams. Well, I've gone back to when they were 18, spoke to the youth coaches to find out, about who they are as a person. Do they have respect? Do they take responsibility? Do they conduct themselves in the right manner at all times? That's a really, really powerful thing I believe. My belief is that."

Think

- 1. How do his expectations align with ours?
- 2. How do you think your teachers would describe you if a future employer rang them to ask about your character / behaviour / attitude? Would you get the job?

Pick one Professional Standard and explain how you have met this standard. Use the success criteria below for support.







Professional Standards	Example Criteria			
Conduct	1. I have received minimal, or no behaviour points this term.			
	2. I feel proud of my behaviour this term.			
	3. I have achieved lots of achievement points this term.			
	4. I've achieved my bronze, silver, gold badge.			
Dedication	I have completed homework / revised to the best of my ability.			
	2. I have attended extra-curricular activities.			
	3. I have put my all into my work in lessons this term.			
	Examples: Graduation clubs, Involve clubs, supported in community service, Competitive Edge speeches, college / sixth form open evenings, clubs outside of school, tutoring.			
Organisation	I have completed all my homework on time, which has resulted in no detentions for my homework.			
	I have not received equipment points, as I have had a pen, pencil, ruler and my personal organiser every day.			
Pride	1. I have ensured my uniform is always correct.			
	I have tried to have a positive mindset and can think of at least three things I'm proud of myself for this term.			
Values	I have admitted mistakes when I have made them.			
	2. I have taken responsibility for my actions.			
	3. I have accepted consequences when they have been given to me.			
	4. I have been kind and caring towards others.			
	5. I have respected other students by listening to their view.			

Professional Standard

Conduct



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Odinico:	
Why is it a rule to not run near a swimming pool? ——————————————————————————————————	No Running
2. Why do libraries have a `silent' area?	A CAUTIO Keep
Discuss	Silend
Can you think of any other places, other than school, that have similar rules to these?	
Reflection	
1. Pick one of the expectations we have on the corridor and explain why we have t	this expectation.
Expectation:	
Why do we have this expectation?	

Discuss

What would the consequences of running or being overly loud in a workplace be?



Professional Standard Dedication

Co	nn	e	ct
----	----	---	----

 When you're trying to focus on a task, what distracts you the most? It could be going on your phone / your pet / the noise in your home.
Discuss
Do you have any top tips to avoid distractions? E.g. When I am completing work from home, I leave my phone upstairs.
Reflection
1. Give one example of what the man did when he found himself getting distracted?
2. Give one technique he gives to avoid distractions and get things done?

Discuss

What distractions do you think there are in a workplace?

Professional Standard Organisation



Connect

Use the quote to answer the questions	
1. If you're on time, what does this show about you?	PUNCTUALIT
	Consistently being on time is the profession of proper planning, personal disciund a respect for other people's time.
What traits does it show if you're consistently late?	Making a habit of being late demons none of these things and is often a si patchy priorities and selfishness. Hal lateness says, "My time is more vali than yours."
	Learn to be reliable and a perso integrity by adopting the disc necessary to be on time. Except from PUNCTUALITY
Reflection	
Watching the YouTube short clips, answer the questions below:	
What does being late show to the person leading the meeting teacher in a school setting).	g? (for you, this would be the
2. If you are going to be late, what should you do?	
3. In the second video, if there are 20 people waiting in a meeting 100 minutes have been wasted. What does this mean?	g and one person is late, he says



Professional Standard **Pride**

Connect

List at least two things you'	re proud of so far this year
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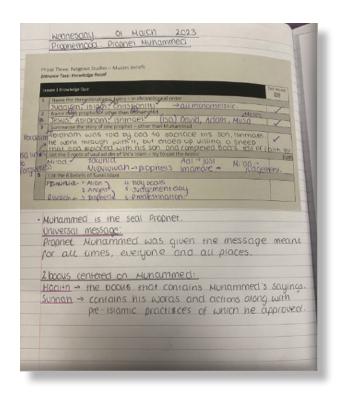
1.

2.



Reflection

Annotate this students work by identifying ways they show pride in their work and presentation.



Professional Standard Values



Connect

Match our core values to the correct definition.

Honesty	
Empathy	
Respect	
Responsibility	

Reflection

Explain what the empathetic response would be, in these situations.

You find a younger student lost on the corridors.	
A teacher is carrying a book box, and three books fall off the top of the pile, onto the floor.	
Someone trips and falls up the main stairs	

Think of your own situation, in a workplace, where one of the values is expected of employees.

Professional Standards Termly Reflection

Context

Billy Monger is a British racing driver. Three weeks before his 18th birthday he lost his legs in a horrific car accident and was in a coma for 3 days.

"I think that's life. What happened to me is how life works - you have obstacles that are thrown in your way. Obviously, mine (obstacle) is recognised because it was quite a big accident, and a lot of people know about it. But in terms of your mindset and how you get over something like that - I don't see my accident too different. Obviously, there are moments where something will frustrate me, often it's little things that get on my nerves - little things I can't do. In general, though, I'm optimistic; I'm happy.'

"I knew it wasn't my fault but how I reacted was my responsibility"

Think

- 1. What obstacles have you faced or what obstacles might you face in life?
- 2. Do you take responsibility for your situations, or do you sit and blame others?

Pick one Professional Standard and explain how you have met this standard. Use the success criteria below for support.

Professional Standard you have selected:
How have you met this Professional Standard?
Anything you need to work on? Mistakes you've made?







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	I have not received equipment points, as I have had a pen, pencil, ruler and my personal organiser every day.
Pride	I. I have ensured my uniform is always correct.
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	2. I have taken responsibility for my actions.
	3. I have accepted consequences when they have been given to me.
	4. I have been kind and caring towards others.
	5. I have respected other students by listening to their view.



Professional Standard Conduct

Connect

If you walk into a school and their canteen looked like this, what would you think? What does it tell you about the students and the school in general?
Reflection
If you were the Principal of the school above, what would you do to improve the way students are treating the canteen?
1.
2.
3.

Professional Standard Dedication

CV stand out as excellent.



Connect	
Other than school, what else do you do with your time? For example, are you a par club / dance academy?	t of a football
If you do nothing, be honest. Is there anything you would like to do in your spare time?	,
Reflection 1. Look at the example 16-year-olds CV and pick out three things that make his	Toby Smith Location: XXXXXXXX Telephone: XXXXXXXXXXX Email: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

'Motivated young professional with an exemplary academic record and passion to progress within the financial industry'

Having achieved excellent grades at GCSE level maths, English and science, along with an active involvement in a number of clubs and societies, I am keen to pursue a career in the finance industry. I have a proven aptitude for mathematics which and have made a number of notable achievements in both my studies and extra-curricular activities which would make me an excellent asset to any finance team or department.

Core skills & achievements

- 8 A-C GCSE grades
 Mathematical aptitude
 Accomplished sportsman
 Best science student award 2015

GCSES – Secondary School – 2015

Maths ,science, English A

Geography, Media, French B

Geography, Business studies C

After-school charity volunteer

Hobbies and interests

Brompton Football club
I currently captain play for Brompton boys football team as a midfielder and occasionally captain the team. I train 3 times a week and travel across the country to play at a competitive level

Awarded player of the season 2014 and 2015

Won the County league in 2014

Skills gained include; leadership, motivation, communication and teamwork

I regularly volunteer for local charity Health, where I support the running of events and have processed transactions and managed the setup numerous event stalls

Creative Writing
Currently writing my own blog where I discuss a number of my passions, including sport, finance and travel

References available on request



Professional Standard Organisation

Connect

Ensure your equipment and personal organiser are out on your desk. This is an expectation in every lesson, including VT time.

Tick the pieces of equipment you have with you today.

Pen	
Pencil	
Ruler	
Personal Organiser	
School Bag	
Timetable	

Reflection

In a survey at an office workplace (where staff have regular meetings) members in the team were asked what they think of people who turn up without a pen or paper to make notes.

- 1. It makes me think they don't see the meeting as important, as they don't think they need to take away any key information.
- 2. It makes me feel like they do not value what I have to say.
- 3. It gives me the impression they think 'I'm so smart, I don't need to write anything down'
- 4. It makes me think they think they're better than anyone in the meeting.

Discuss

How could this make your teachers feel if you turn up without equipment?

Professional Standard Values



Connect
. Do you think it's ever okay to lie?
t. If yes, give an example of when it's okay to lie
What might the consequences be if you constantly lie and your friends, family and teachers become aware that you're lying a lot?

Reflection

Explain what the honest response would be, in these situations.

You've been caught talking and you've been given a C1 by your teacher. You instantly reply 'I wasn't talking', even though you were.	What should be the correct response to the C1?
You're in class and you're really struggling. Your teacher asks if you understand and you say yes. You give up and put your pen down.	What should the person have said when the teacher asked them if they understood? Why could lying make this situation worse?



Professional Standard Conduct

Connect

Label the issues with how this classroom has been le	∋ft.

Discuss

How might this make the teacher feel? How might this impact the start of the next lesson? What does this show about the students who left it like this?



Reflection

If you were to get up from your desk at work and leave it like this, what perception might your employer / colleagues have of you?
Why is this unfair for other colleagues that will have to use this space?



Professional Standard Dedication



Connect

Teamwork and leadership is an important skill in life, regardless of the career you decide to go into. Tick the box that best describes how you work in a team or which role you'd prefer.

The Visionary	They have big dreams and ideas and are willing to share these ideas.	
The 'Doer'	They have the energy and passion to make things happen. They'll motivate the team.	
The Organiser	They take care of the details, plans and logistics. They enjoy research and gathering information.	
The Connector	They relate to people and are good at solving conflict in teams.	

Reflection
1. Who does Simon say makes it through Navy Seal training?
2. Why do you think those people make it, over the most`intelligent' or `physically fit' candidates?



Professional Standard Organisation

Connect
Label the positives of this desk organisation.



Reflection

Reading the statistics on the leaflet, pick out three key findings that prove having a tidy desk is a good thing.



Professional Standard Pride



Connect
1. Who is your role model and why?
Role Model
Someone you look up to, admire or wish to be like.
Reflection What qualities do you look for in a role model? What do you want to be?
1
2.
3.
Reverse role models - what qualities have you seen people have, that you do not want to have?
4
5
6

Discuss

How might some of these qualities help you succeed in the world of work?



Professional Standard Values

Connect

Tick the things you have done this week:

Used manners - `please' and `thank you'	
Held a door open for someone	
Said thank you to a teacher after a lesson	
Said 'good morning' or 'good afternoon' to a teacher	
Helped a friend or family member who was struggling or feeling low	

Reflection

What are Sir Chris Hoy's three non-negotiables?

- 1. _______ 2.
- 3.



What advice would he give himself if he could speak to his teenage self?



Professional Standards Termly Reflection

Context

At 25-years-old Grace Beverley has already founded two successful businesses, been awarded Young Entrepreneur of the Year and written a Sunday Times bestselling book. She accomplished this all whilst studying at Oxford, one of the best universities in the country.

Grace was asked, what is high performance to you?

"Well, I think it is about hard work. Not just about graffing all the time but understanding when you need to rest and take a step back. It's about looking into yourself and recognising where you need to push forward. Being able to pick yourself up again and again. When you face failure, rejection. To me, that's high performance".

"Resilience is a golden word, I didn't get into Oxford the first time I applied, and I needed to think, is this what I want? Then, I went for it again. I went to work for a year and applied again the following year. I didn't let rejection change my mind on my goal"

Think

- 1. When has there been a time you've had to be resilient?
- 2. Are you resilient? Do you keep going when things get hard, when you fail?

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How have you met this Professional Standard?
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Professional Standard

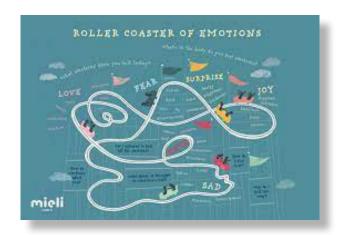
Conduct



Connect

Tick the emotions you felt / experienced last week.

Нарру	
Excited	
Anger	
Anxious / nervous	
Sad	
Joy	



Reflection

- 1. What might we do when we're having a lot of mixed feelings and thoughts?
- 2. What should you try to do when you're having lots of different thoughts?

Think

Are there any negative thoughts you have quite offen? Is there anyone you could speak to about these?

Links to the wider world

Why is important that we learn some of the skills to be able to regulate whilst we are teenagers?



Professional Standard **Dedication**

Context





Whenever you see a successful person, you only see the public glories, never the private sacrifices to reach them.

Valbhav Shah

1. What do all these quotes say it takes to be successful?

Reflection

Consider what people will have had to sacrifice to be successful:

Situation	What will they have sacrificed?
A student that achieves above their target grade in all subjects.	
A person who set up a business from scratch by themselves.	
A theatre performer who now performs in some of the biggest theatres around the world.	

Professional Standard Organisation



Connect

Tick the tips for being organised that you currently do:

Organise your school bag the day before.	
2. Check your timetable the day before or in the morning to make sure you have the correct books / P.E kit etc.	
3. Check your personal organiser when you get home to see if any homework needs completing.	
4. Leave your uniform in a tidy area / pile ready for the next day.	
5. Record your homework in your personal organsier when a teacher gives you it.	

Reflection

If you were going to introduce one new organised habit into your life, to ensure you are more organised for school, what would it be?

Discuss

Are there any other tips you have to be organised?



Professional Standard Pride

Connect

What can you tell about the ex-solider by his uniform and badges?



Reflection

1. Give one reason you are proud to be a student at Trinity Academy Halifax/Bradford?

2. If a student wears their award badges, what positive representations does this give about them?



Professional Standards Termly Reflection

Context

Ellie is the youngest of five children and was born with achondroplasia, a form of dwarfism. Ellie Simmonds has competed at four Paralympic Games, winning five gold medals and breaking world records on the way. She first came to national attention at the age of 13, when she won two golds at the Beijing 2008 Paralympics and became the youngest person ever to be awarded an MBE a few months later.

Ellie was asked, what is high performance?

"I would say, performing at the best, in the most professional way. I'd say performing to the best of your OWN abilities. I think it's hard these days, you want to compare yourself to other people, but don't. Complete against yourself"

Think

- 1. What makes you work hard? Are you trying to compete with others?
- 2. Are you resilient? Do you keep going when things get hard, when you fail?

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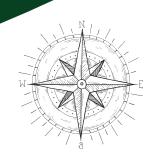




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Professional Standard

Conduct



Connect

1. Identify what is happening in each picture.

What is the picture showing?	Good or bad manners?
1)	
2)	
3) Gossiping	
4)	









Reflection

1. Using the situations, explain how a well-mannered student would respond:

Situation	How would you use your manners?
A teacher or student holds the door open for you.	
At the end of the lesson on Friday a teacher says, 'have a lovely weekend'.	
A teacher says 'Morning, how are you?' in the corridor.	
You need to borrow a pen. How do you ask for one using manners?	

Discuss

Links to the working world: What types of situations may an interviewer be looking for you to use manners?



Professional Standard Dedication

Connect

1.	 What do you understand about the term `atti 	itude to learning'? What do you think it means?

Reflection

What grading would you give your attitude to learning this academic year? (please circle).



2. Are you proud of this? Why? If no, how could you change this?	
	_

Discuss

Links to the working world: What would be the consequence in a work environment if your attitude was inadequate?

Professional Standard Organisation



Connect

1	On a scale of 1.	-5 where would	vou rate vour or	ganisational skills,	1 -inadequate	5-outstanding
	Off a scale of 1	-5 WHELE WOULD	you late your oi	gai iisanona skiiis,	i -iiidaequaie,	0-0013101101119.

1 2 3 4 5

Why have you given yourself this score? Explain and give examples where possible.
Reflection
1. Identify which organisational tip you are now going to use within school and provide an example?
2. Being organised will impact your mental health in a positive manner, explain why?

Discuss

Links to the working world

Why do you think it is important to be organised within a place of work? What could happen if you were not organised?



Professional Standard **Pride**

Connect

What is your greatest achievement to date? If you can't think of one, think about what you'd like to achieve in 5 years.
Think
Did you face any barriers (a circumstance or obstacle)? If so, how did you overcome the barriers to achieve your goal? If you've given a goal, think about what will make this goal challenging?
Reflection 1. Reflect on one of your current goals, how will you achieve this? Identify two steps you're taking t reach this.
Goal
Step 1:
Step 2:

Discuss

Links to the working world

Why would setting goals make you feel accomplished and more motivated in your place of work?

Professional Standard Values



Connect

1. List our four key values as a school:	
•	
•	
•	
•	
2. Which core value do you think is most important? Explain your answer.	
	_
Reflection	
1. Why is being impulsive a bad choice when making choices?	
2. Why is doing nothing a bad choice when taking responsibility for your goals?	
3. Why is following the crowd a bad choice when taking responsibility for your life?	
4. What should you do instead?	

Professional Standards Termly Reflection

Context

Dame Kelly Holmes, who's mum was a 17-year-old single mum, grew up living in a village in Kent. She went into a children's home a couple of times when she was three or four. She became a double Olympic Champion. Dame Kelly Holmes is one of the UK's most popular athletes. Kelly is an Olympic, Commonwealth and European champion that has achieved seven gold, eight silver and four bronze medals throughout her career.

Kelly was asked "Three non-negotiable (must have) behaviours you and the people around you must have?

"Number one, be nice". Number two, be kind. Number three, don't judge somebody before you know them and be respectful."

Kelly was asked then, what advice would you give teenage Kelly?

"If I was writing a book to teenage Kelly I'd write 'you're going to go through hell, life, but do not give up. Whatever you go through will be the making of you. I used to think being an Olympian was my goal, my end destiny. I don't believe that now, I believe my destiny is to talk openly about my struggles and share that experience, about all the things I've gone through to help someone else."

Think

- 1. What makes you work hard? Are you trying to complete with others?
- 2. Are you resilient? Do you keep going when things get hard, when you fail?

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	4. I've achieved my bronze, silver, gold badge.
Dedication	I have completed homework / revised to the best of my ability.
	2. I have attended extra-curricular activities.
	3. I have put my all into my work in lessons this term.
	Examples: Graduation clubs, Involve clubs, supported in community service, Competitive Edge speeches, college open evenings, clubs outside of school, tutoring.
Organisation	I have completed all my homework on time, which has resulted in no detentions for my homework.
	I have not received equipment points, as I have had a pen, pencil, ruler and my personal organiser every day.
Pride	1. I have ensured my uniform is always correct.
	I have tried to have a positive mindset and can think of at least three things I'm proud of myself for this term.
Values	I have admitted mistakes when I have made them.
	2. I have taken responsibility for my actions.
	3. I have accepted consequences when they have been given to me.
	4. I have been kind and caring towards others.
	5. I have respected other students by listening to their view.

Professional Standards Yearly Reflection

Professional Standards	How have you met each of these Professional Standards this year? You might use specific examples, behaviour data, general attitudes, comments from teachers, work you do outside of school.
Conduct	
Dedication	
Organisation	
Pride	
Values	
Target / Area to improve or continue focusing on:	1. 2.

Notes

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