

**CITY** OF GLASGOW  
COLLEGE

**Our Behaviours**



**Believe it. Achieve it.**

**From extensive research with staff and students to identify what they believe to be the best possible behaviours, City of Glasgow College has developed behaviours directly linked to values to help achieve a single, one-team culture.**

The role and contribution of all staff at City of Glasgow College is highly valued, which is why the College is so committed to attracting, retaining and developing the best staff to ensure we have the right people to deliver the best service to our learners.

The motivation of our dedicated staff for 'New Campus New Learning' is driven by the quality of our students and the important role they play in challenging staff to provide world class teaching. This is best supported by a single culture, a one team approach where together staff and students are empowered to achieve excellence in their field through the innovative and nurturing college environment.





**Vision & Mission**

**Strategic Priorities**

**Values**

**Behaviours**

**Culture**

All students and staff are responsible for their behaviour and are expected to adopt the College's values and related behaviours. It's important these are embedded into the daily working lives of staff, who are all here to support the students on their learner journey.

# Behaviours...

INSPIRED

Act professionally

Listen to and respect others

Demonstrate a positive attitude



Be friendly and encourage others

Individual

Lead by example and be a role model for positive behaviours

Recognise the efforts of others

Display a 'can-do' attitude

Be passionate, always strive to do the best



Excellence & Achievement

Take responsibility for delivering high quality work

Be inspired to do great things and encourage others to do the same

EXCELLENCE

Be fair



Equality, Diversity & Inclusiveness

Respect others and consider differences

Appropriately challenge unwanted behaviour

FAIR

# RESPECT

Respect confidentiality



Be trustworthy, open and reliable

Integrity, Honesty & Transparency

Maintain personal integrity at all times

# INNOVATION

Be creative and do things differently



Be willing to take smart risks

Innovation & Enterprise

Generate and encourage new ideas

# TEAMWORK

Work as 'one team'

Involve others in decision making

Share ideas, information and knowledge



Work collaboratively and build positive relationships

Partnership

Engage with others and encourage effective communication

Be solutions focused

Believe it. Achieve it.

# Questions...

## What are Behaviours?

Behaviours demonstrate the attitudes and approach we take within **learning and work**, including:

- How we do things
- How we treat others
- What we say and how we say it
- How we expect to be treated

These Behaviours, in conjunction with our Values, are key to the way we **learn and work**.

## Why does the College need a defined set of Behaviours?

These are a core set of Behaviours which define 'how' we are expected to approach our **learning and work** and 'what' we do as **outlined in this booklet and staff** job descriptions. This helps to ensure consistency of approach from all **students and staff** and a shared understanding of what is expected and what is acceptable to others. The required Behaviours and attitudes of all **students and staff** support the delivery of our Mission, Vision, Strategic Priorities, Values and Culture.



WHAT ARE THEY?



WHY HAVE THEM?

## **When** should these Behaviours be displayed?

The College Behaviours should be displayed throughout your **learning and working day** and in all situations where you are representing the College, such as all interactions with other staff, students, contractors, external partners and stakeholders whether in a formal or informal capacity. This may be in the general daily completion of your **learning and work duties**, as well as meetings, interviews, classroom delivery, informal interactions, foreign travel, workgroups etc.

## **How** are these Behaviours supported by the College?

**Staff Recruitment:** During the recruitment process and competency based interviews, culture fit is equally as important as job fit and both will be considered before an offer of employment is made.

**Staff Continued Professional Development:** Training and development is available to support College staff to deliver the required Behaviours. These Behaviours will also be incorporated within the **Personal Development Review (PDR)** process.

**Student and Staff Well-Being Initiatives:** As an individual's well-being can be affected by negative behaviour, we will ensure that if support is required, it is available and accessible.

**Student and Staff Policy:** The Behaviours are fully supported by the College policies and procedures.



**WHEN CAN WE USE THEM?**



**HOW DO THEY WORK?**



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[www.cityofglasgowcollege.ac.uk](http://www.cityofglasgowcollege.ac.uk)