Glasgow Kelvin College

VALUES

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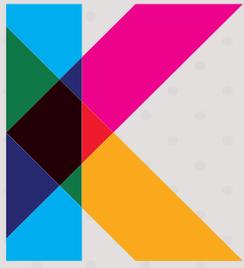
Glasgow Kelvin College

Ethos and Values Framework

The College promotes mutual respect, equity and inclusion. We provide an excellent, progressive and enterprising education that nurtures self-worth and well-being. We expect our students and staff to believe in their ability to achieve their own aspirations.

Our community is at the heart of all we do and we recognise the need to continue to build accessible and flexible learning opportunities to meet the ambitions of all. Students, staff, community members and visitors are welcome and valued.

Our vision, mission and values define the character and ethos of the College and how we provide comprehensive and high quality education, lifelong learning and vocational training opportunities for the communities and businesses we serve.

Our values
The six key principles which drive our actions.

Ethos and Values Framework

Our vision
Transforming lives through education.

Our mission
GKC will enhance our learners' aspirations, careers and lives through accessible, inclusive, high quality lifelong learning.

VALUES

Key Principle 1.
Performing to the highest standard to lead and deliver enterprise, progression and excellence.

Value: Professionalism

Key Principle 2.
Doing the right thing in an honest, ethical and transparent manner.

Value: Integrity

Key Principle 3.
Fostering the development of new ideas and implementing innovative solutions.

Value: Creativity

Key Principle 4.
Creating a collaborative and inclusive environment which inspires and supports everyone to do their best to achieve individual, team and College goals.

Value: Being Supportive

Key Principle 5.
Demonstrating a commitment to listening, understanding and appreciating the views, needs and aims of others.

Value: Respect

Key Principle 6.
Encouraging working together and investing in College life.

Value: Being Participative

PROFESSIONALISM

BEING PARTICIPATIVE

INTEGRITY

Professionalism

Being Participative

Integrity

Glasgow Kelvin College

WHAT WE VALUE

Respect

Creativity

RESPECT

Being Supportive

CREATIVITY

BEING SUPPORTIVE

Key Principle 1.

Performing to the highest standard to lead and deliver enterprise, progression and excellence.

Professionalism

VALUE

- Be accountable for our own actions.

- Maintain a focus on the key factors which improve the learner experience.

- Put our "Service User" first.

- Anticipate and respond to students' and other stakeholders' needs.

- Take ownership of our own continuous professional development to maintain and update our knowledge, skills and qualifications.

- Be self-reflective and take the initiative for continuous improvement.

- Adopt a positive can-do attitude in relation to College life.

- Keep abreast of and implement new developments.

- Continuously seek out and share best practice.
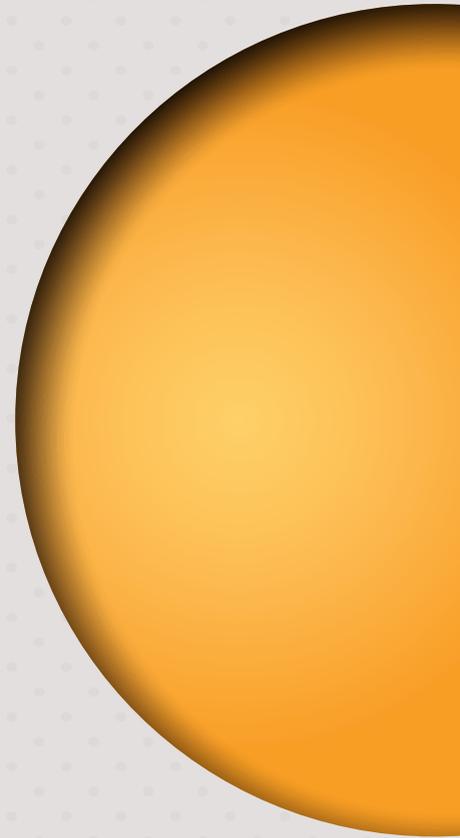
Key Principle 2.

Doing the right thing in an honest, ethical and transparent manner.

Integrity

VALUE

- Act with fairness, respect and understanding.

- Lead by example by demonstrating and modelling the highest standards of governance.

- Provide all our services in an ethical manner.

- Act in a sustainable manner.

- Take full responsibility for our own actions and follow through on our commitments.

- Be discreet in dealing with confidential and sensitive issues.

- Foster an atmosphere of trust by building open and honest relationships with all stakeholders.
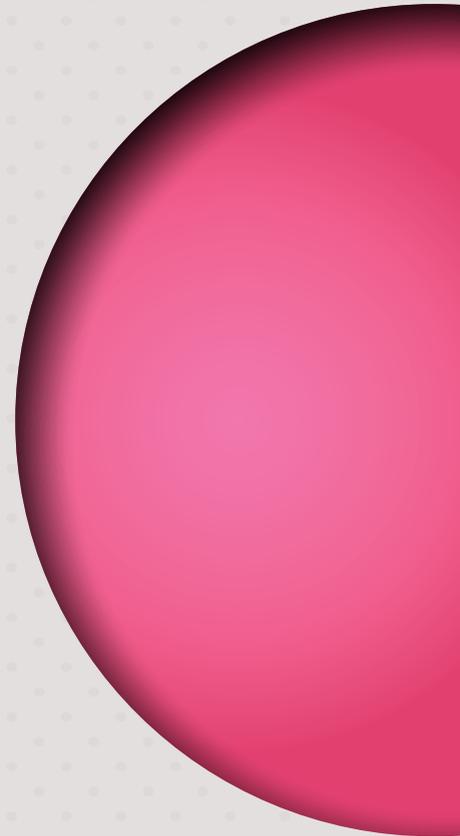
Key Principle 3.

Fostering the development of new ideas and implementing innovative solutions.

Creativity

VALUE

- Seek out and introduce new perspectives and information in order to stimulate innovation and change.

- Utilise new ways to do things better by improving and adding value to procedures and processes.

- Embrace change and adopt a flexible 'can-do' attitude.

- Engage learners and other stakeholders in developing creative solutions.

Key Principle 4.

Creating a collaborative and inclusive environment which inspires and supports everyone to do their best to achieve individual, team and College goals.

VALUE

Being Supportive

- Identify and provide opportunities for professional learning and personal growth.

- Work together to generate and facilitate win-win strategies to deliver common goals.

- Acknowledge and reward individual and team successes.

- Share information, knowledge and experience to maximise our potential.

- Foster an environment which promotes individuals' wellbeing.

- Promote and demonstrate a balance between work and home-life.

- Together sustain community partnership and relationships by delivering services at the point of need.

Key Principle 5.

Demonstrating a commitment to listening, understanding and appreciating the views, needs and aims of others.

Respect

VALUE

- Respect diversity of peoples, their ideas, beliefs and cultures.

- Actively seek out the views and opinions of others.

- Foster good relations by showing respect and consideration for all.

- Advance equality of opportunity for individuals.

- Challenge and eliminate harassment, victimisation and discrimination in all its forms.
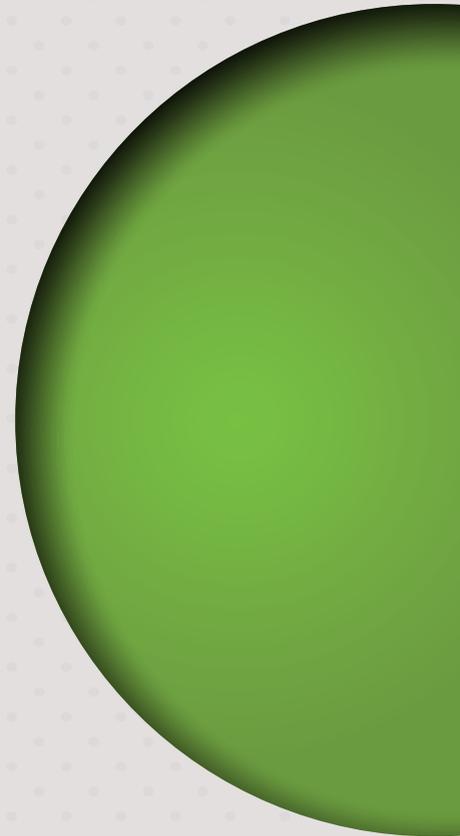
Key Principle 6.

Encouraging working together and investing in College life.

Being Participative

- Create a shared purpose where we have an understanding of our objectives and a focus on common goals.

- Use appropriate channels to communicate effectively in a clear, transparent and open way.

- Engage with our staff, students and stakeholders to take account of their needs.

- Contribute to the work of others while fulfilling our own responsibilities.

- Foster ownership by involving teams to develop goals, make decisions and be accountable for results.

- Create a positive team environment which balances individual initiative and team accomplishments.

VALUE