



The
GFM
Way

Our Values, Behaviours & Beliefs

How Does TheGFMWay Enhance Learning and Prepare Students for the Future?

GEMS Founders School Al Mizhar



'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

What is The GFM Way?

The most important reason that you come to this school is to develop your academic performance and prepare for the exams that you will take at the end of your time with us. However, it is **not** the only reason why school is an important place and our mission at GEMS Founders School Al Mizhar is to develop you as a well-rounded citizen who we can have confidence that you will go out and be successful in every aspect of your life outside of school.


As to create a culture of *helping each other to* **Grow, Flourish** and being **Mindful** our school embodies the ethos, behaviours and values that are underpinned in **The GFM Way**.

The GFM Way Pillars are a set of three core pillars:

- *Helping each other to* **Grow**
- *Helping each other to* **Flourish**
- *Helping each other to cultivate an ethos of* **Mindfulness**

Our pillars are fundamental principles that underpin our vision and ethos across the academic and cultural development. It is therefore important that you understand what these values are, how they are embedded within the school and how you can help to support with the development of these character traits.

The GFM Way Pillars are broken down further into 9 values and behaviours that someone who shows in each of **The GFM Way** pillars.



The GFM Way #WeAreGFM

Our Vision	Grow Flourish Mindful		
Our Mission	'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'		
Core pillars	<i>Help each other to</i> Grow	<i>Help each other to</i> Flourish	<i>Help cultivate an ethos of</i> Mindfulness
Values & Behaviour	Digital Transformation		
	<ul style="list-style-type: none"> • High expectations, aspirations, excellence and a belief that all can succeed • Innovation & risk taking • Lead by example 	<ul style="list-style-type: none"> • Demonstrate respect for themselves and every other member of the community. • Safe and inspiring learning environment • Celebrate equality, diversity and inclusion 	<ul style="list-style-type: none"> • Act to support each other to be successful • Collaborate and work together in teams • Trusting, caring & honest relationships

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

Help each other to Grow

Value 1: High expectations, aspirations, excellence and a belief that all can succeed

How will a student show this value?

A student will show this value by setting high personal goals, working hard to achieve excellence, and believing in their ability to succeed. They will consistently put in effort, demonstrate resilience when facing challenges, and support their peers, knowing that everyone can reach their full potential. They will take pride in their achievements and strive to improve, always aiming to reach the highest standards.

Why is it important for my child to show this?

It's important for your child to show high expectations, aspirations, and a belief in their ability to succeed because it fosters a growth mindset. This attitude encourages them to aim high, work hard, and overcome challenges, which builds confidence and resilience. By believing they can succeed, they are more likely to reach their potential, develop a strong sense of self-worth, and achieve excellence in their academic and personal lives.

How could being aspirational, having high expectations and a belief that all can succeed help in the future?

Being aspirational, having high expectations, and believing that all can succeed can significantly help your child in the future by fostering a growth mindset. This mindset drives them to set ambitious goals, persevere through challenges, and continuously improve. It builds confidence, resilience, and the determination needed to pursue opportunities, adapt to change, and achieve success in any field. Such qualities make them more likely to reach their full potential, take on leadership roles, and contribute positively to their community and career.

Careers that require high expectations, aspirations, excellence and a belief that all can succeed

- **Medical Professionals** (Doctors, Surgeons, Nurses) – *Require precision, dedication, and a belief in the potential to save lives.*
- **Teachers and Educators** – Inspire and motivate students to reach their potential.
- **Engineers and Scientists** – Solve complex problems with innovation and excellence.
- **Entrepreneurs and Business Leaders** – Drive businesses with vision and perseverance.
- **Athletes and Coaches** – Strive for peak performance and motivate others to achieve their best.
- **Lawyers and Judges** – Uphold high standards of justice and ethics.

How can I help my child develop high expectations, aspirations, excellence, and a belief in success?

- **Setting Positive Role Models** – Demonstrate a strong work ethic and perseverance.
- **Encouraging a Growth Mindset** – Praise effort over results and emphasize learning from challenges.
- **Setting Realistic Goals** – Help them set achievable, yet challenging goals and celebrate progress.
- **Providing Support and Guidance** – Offer encouragement and guidance when they face setbacks.
- **Creating an Inspiring Environment** – Surround them with books, activities, and opportunities that foster curiosity and ambition.

Help each other to Grow

Value 2: Innovation & risk taking

How will a student show this value?

A student will show the value of innovation and risk-taking by being open to trying new ideas, exploring creative solutions, and not being afraid to make mistakes. They will take initiative in their learning, experiment with different approaches, and learn from any setbacks. By challenging themselves and thinking outside the box, they will develop the confidence to tackle problems in unique ways and adapt to new situations.

Why is it important for my child to show this?

It's important for your child to show innovation and risk-taking because it helps them develop problem-solving skills, adaptability, and resilience. These qualities prepare them to face challenges confidently, think creatively, and embrace change. By learning to take risks and explore new ideas, they build the courage to step out of their comfort zone, which is essential for personal growth and success in a rapidly changing world. This mindset encourages them to learn from mistakes and become lifelong learners.

How could being innovative and taking risks help in the future?

Being innovative and taking risks can help your child in the future by making them more adaptable, resilient, and open to new opportunities. It encourages them to think creatively, solve problems in unique ways, and confidently face challenges. These skills are highly valued in today's rapidly changing world and can lead to greater success in careers, leadership roles, and personal growth. By learning to take calculated risks, they become more willing to step out of their comfort zone and seize opportunities that others might avoid.

Careers that require innovation and risk taking

- **Entrepreneurs** – Starting and growing a business involves taking calculated risks and constantly innovating.
- **Software Developers & Engineers** – Creating new technologies or applications requires creative problem-solving.

- **Scientists & Researchers** – Experimenting with new theories and pushing boundaries in their field.
- **Artists & Designers** – Innovating through creative expression and exploring new concepts.
- **Investors & Venture Capitalists** – Making strategic, high-risk investments in new ventures.
- **Marketing & Advertising Professionals** – Developing unique campaigns to stand out in competitive markets.

How can I help my child develop innovation and risk-taking skills?

- **Encouraging Curiosity:** Allow them to explore new ideas, ask questions, and experiment.
- **Creating a Safe Space for Failure:** Teach them that mistakes are a valuable part of learning.
- **Providing Opportunities for Creative Activities:** Engage them in activities like art, science projects, or problem-solving games.
- **Celebrating Effort Over Results:** Recognise their attempts and willingness to try, not just successes.
- **Modeling Risk-Taking:** Share examples of your own risks and innovations to inspire them.

Help each other to Grow

Value 3: Leading by example

How will a student show this value?

A student will show the value of leading by example by demonstrating positive behavior, taking responsibility, and being a role model for their peers. They will show respect, kindness, and integrity in their actions, follow school rules, and actively participate in class. By consistently doing their best, helping others, and demonstrating a strong work ethic, they inspire and encourage those around them to do the same.

Why is it important for my child to show this?

It's important for your child to lead by example because it helps them develop into a responsible, respectful, and positive role model. This behavior fosters leadership qualities, builds strong relationships, and encourages others to follow suit. By demonstrating integrity, empathy, and dedication, your child learns the value of influencing others positively, which is essential for teamwork, collaboration, and success in future personal and professional endeavors.

How could leading by example help in the future?

Leading by example can help your child in the future by developing strong leadership skills, earning the respect and trust of others, and building a reputation for reliability and integrity. These qualities are essential in personal relationships, teamwork, and professional settings. By consistently demonstrating positive behaviors, your child will be more likely to inspire and influence others, opening up opportunities for leadership roles, career advancement, and success in various areas of life.

Careers that require leading by example

- **Teachers and Educators** – Guiding students by demonstrating positive behaviors and strong work ethics.
- **Managers and Supervisors** – Inspiring teams through dedication, professionalism, and effective leadership.

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- **Healthcare Professionals (Doctors, Nurses)** – Providing compassionate care and setting high standards in challenging situations.
- **Military Officers** – Leading teams with courage, discipline, and integrity.
- **Coaches and Sports Captains** – Motivating athletes by modeling commitment and resilience.
- **Social Workers and Community Leaders** – Inspiring change and support by actively engaging and helping others.

How can I help my child develop leading by example skills?

- **Modeling Positive Behavior:** Demonstrate the qualities you want them to emulate, such as kindness, responsibility, and respect.
- **Encouraging Responsibility:** Give them tasks that allow them to take charge and be accountable.
- **Praising Positive Actions:** Recognise when they show leadership qualities, reinforcing these behaviors.
- **Teaching Empathy and Respect:** Help them understand the importance of treating others well.
- **Providing Opportunities to Lead:** Encourage them to take on roles where they can guide others, such as group projects or family activities.

Help each other to Flourish

Value 4: Demonstrating respect for ourselves and every other member of the community.

How will a student show this value?

A student will show respect for themselves and every other member of the community by treating others with kindness, listening actively, and valuing different perspectives. They will use polite language, follow school rules, take care of their environment, and demonstrate empathy. By showing respect for their own abilities and efforts, they will also set an example of self-worth and pride in their work, contributing to a positive and inclusive community atmosphere.

Why is it important for my child to show this?

It's important for your child to demonstrate respect for themselves and others because it helps build a positive and inclusive environment where everyone feels valued and safe. Showing respect fosters strong relationships, enhances empathy, and encourages understanding of diverse perspectives. It also helps your child develop self-discipline, confidence, and a sense of responsibility, which are essential qualities for success in future personal and professional interactions.

How could demonstrating respect help in the future?

Demonstrating respect will help your child build strong, positive relationships and develop effective communication skills, which are essential in both personal and professional life. It fosters a sense of empathy, understanding, and collaboration, making them more approachable and trustworthy. These qualities are highly valued in team settings, leadership roles, and diverse environments, ultimately contributing to their success and ability to work harmoniously with others in the future.

Careers that require respect

- **Healthcare Professionals (Doctors, Nurses, Therapists)** – Showing empathy and respect for patients.
- **Teachers and Educators** – Respecting diverse student backgrounds and needs.
- **Law Enforcement Officers** – Treating all individuals fairly and with dignity.
- **Customer Service Representatives** – Handling clients with patience and understanding.
- **Human Resources Managers** – Valuing employees and addressing concerns with care.
- **Social Workers** – Respecting the rights and dignity of those they support.
- **Hospitality Industry Professionals** – Providing respectful and courteous service to guests.

How can I help my child develop respect for everyone?

- **Modeling Respect:** Show respectful behavior in your interactions with others.
- **Teaching Empathy:** Encourage your child to understand and appreciate different perspectives.
- **Reinforcing Good Manners:** Remind them to use polite language and treat others kindly.
- **Setting Boundaries:** Teach them to respect others' personal space, belongings, and opinions.
- **Encouraging Gratitude:** Help them express appreciation for others' efforts and kindness.

Help each other to Flourish

Value 5: Safe and inspiring learning environment

How will a student show this value?

A student will show the value of being safe for themselves and their learning environment by following safety rules, being aware of potential risks, and acting responsibly. They will take care of their belongings, avoid behaviors that could harm themselves or others, and create a respectful space where everyone feels comfortable. By maintaining a positive attitude and looking out for their peers, they contribute to a secure and productive learning environment.

Why is it important for my child to show this?

It's important for your child to show safety for themselves and their learning environment because it helps create a secure, respectful space where everyone can focus on learning. This behavior encourages responsibility, reduces risks, and promotes a sense of wellbeing for themselves and others. By being aware of their actions and surroundings, they contribute to a positive atmosphere, which is essential for effective learning and personal growth.

How could demonstrating an understanding of being safe and their environment help in the future?

Demonstrating an understanding of being safe and their environment will help your child develop responsibility, awareness, and respect for others, which are crucial life skills. It prepares them to make thoughtful decisions, handle challenges, and navigate different settings confidently. These habits foster a sense of accountability and adaptability, making them more dependable in future personal, educational, and professional situations, where safety and well-being are often prioritised.

Careers that require an understanding of being safe for themselves, others and the environment

- **Health and Safety Officers** – Ensuring workplace safety for all employees.
- **Firefighters** – Responding to emergencies while prioritizing safety.
- **Environmental Scientists** – Protecting the environment and promoting sustainability.

- **Construction Workers and Engineers** – Following safety protocols to prevent accidents.
- **Pilots and Aviation Crew** – Ensuring passenger safety and adherence to regulations.
- **Healthcare Professionals (Doctors, Nurses)** – Maintaining safety and hygiene for patient care.
- **Electricians and Technicians** – Working safely with electrical systems to prevent hazards.

How can I help my child develop being safe and being conscious of their environment?

- **Teaching Safety Rules:** Explain why safety rules are important at home, school, and in public places.
- **Modeling Safe Behavior:** Demonstrate safety practices, such as using crosswalks or wearing a seatbelt.
- **Encouraging Observation:** Help them notice potential hazards and think about how to avoid them.
- **Promoting Respect for the Environment:** Teach them to care for nature, recycle, and reduce waste.
- **Discussing Real-Life Scenarios:** Use examples to show how being aware can prevent accidents or issues.

Help each other to Flourish

Value 6: Celebrating equality, diversity and inclusion

How will a student show this value?

A student will show the value of celebrating equality, diversity, and inclusion by treating everyone with respect and kindness, regardless of differences. They will be open to learning about other cultures, beliefs, and perspectives, and actively include others in group activities. By standing up against discrimination and being a supportive friend to all, they help create a welcoming environment where everyone feels valued and accepted.

Why is it important for my child to show this?

It's important for your child to show equality, diversity, and inclusion because it helps them develop empathy, respect, and an appreciation for differences. These values foster a sense of belonging and create a positive environment where everyone feels valued. Demonstrating this behavior prepares your child to work well with others, build strong relationships, and thrive in diverse communities, which are essential skills for future personal and professional success.

How could demonstrating equality, diversity and inclusion help in the future?

Demonstrating equality, diversity, and inclusion will help your child develop essential skills like empathy, teamwork, and open-mindedness, which are highly valued in today's world or work. These qualities enable them to build positive relationships, work effectively with people from different backgrounds, and adapt to various environments. Embracing these values prepares them to be compassionate leaders, effective collaborators, and respectful individuals, making them more adaptable and successful in both personal and professional settings in the future.

Careers require an understanding of equality, diversity and inclusion

- **Human Resources Managers** – Ensuring fair hiring practices and promoting a diverse workplace.

- **Social Workers** – Supporting individuals from diverse backgrounds with empathy and respect.
- **Teachers and Educators** – Creating inclusive classrooms where all students feel valued.
- **Healthcare Professionals** – Providing respectful care to patients of all backgrounds.
- **Public Relations Specialists** – Communicating with diverse audiences effectively.
- **Lawyers** – Advocating for equal rights and justice.

How can I help my child develop an understanding of equality, diversity and inclusion?

- **Modeling Inclusive Behavior:** Treat everyone with respect and kindness.
- **Encouraging Open Conversations:** Discuss different cultures, backgrounds, and perspectives.
- **Reading Diverse Books:** Introduce stories that celebrate different cultures.
- **Attending Cultural Events:** Explore diverse communities together.
- **Teaching Empathy:** Encourage your child to understand others' feelings and perspectives.

Help each other to cultivate and ethos Mindfulness

Value 7: Act to support each other to be successful

How will a student show this value?

A student will show the value of acting to support each other to be successful by offering help to classmates, sharing knowledge, and encouraging others to do their best. They will work collaboratively in group activities, celebrate their peers' achievements, and offer a kind word when someone is struggling. By being a positive influence and showing empathy, they contribute to a learning environment where everyone feels motivated and supported to reach their goals.

Why is it important for my child to show this?

It's important for your child to show support for others because it builds a sense of community, empathy, and teamwork. By helping others succeed, they develop leadership skills, form strong relationships, and create a positive environment where everyone feels valued. This behavior not only boosts their own confidence but also fosters a culture of cooperation and kindness, which are essential qualities for future personal and professional success.

How could supporting each other to be successful help in the future?

Supporting each other to be successful helps your child develop teamwork, communication, and leadership skills, which are highly valued in the future. It teaches them the importance of collaboration, empathy, and building positive relationships. These qualities enable them to work effectively with others, handle challenges, and create a supportive environment in any personal or professional setting. By learning to uplift others, they become more adaptable, confident, and capable of achieving shared goals.

Careers require an understanding of supporting each other to be successful

- **Project Managers** – Coordinating teams to achieve common goals.
- **Nurses and Healthcare Professionals** – Collaborating with others to provide patient care.

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- **Teachers and Educators** – Guiding students to reach their potential.
- **Coaches and Sports Trainers** – Motivating athletes to succeed as a team.
- **Sales Teams** – Working together to meet targets and share strategies.
- **Hospitality Staff** – Supporting each other to deliver excellent customer service.
- **Human Resources Managers** – Ensuring a supportive work environment for all employees.

How can I help my child develop an understanding of supporting each other to be successful?

- **Encouraging Teamwork:** Involve them in group activities that require cooperation.
- **Modeling Supportive Behavior:** Show them how to offer help and encouragement.
- **Celebrating Others' Success:** Teach them to appreciate and praise others' achievements.
- **Discussing Empathy:** Help them understand others' feelings and perspectives.
- **Providing Opportunities to Lead:** Allow them to take on roles where they guide and support others.

Value 8: Collaboration and working together in teams

How will a student show this value?

A student will show the value of collaboration and working together in teams by actively participating in group activities, sharing ideas, and listening to others. They will contribute their strengths, support their teammates, and be open to different perspectives. By communicating effectively, being respectful, and working towards common goals, they demonstrate the importance of teamwork and the ability to achieve more together than individually.

Why is it important for my child to show this?

It's important for your child to show collaboration and teamwork because it helps them develop essential communication, problem-solving, and social skills. Working well with others teaches them how to share ideas, respect different perspectives, and build strong relationships. These skills are vital for future success, as most personal and professional environments require effective teamwork to achieve goals and solve challenges.

How could collaboration and working together in teams help in the future?

Collaboration and working together in teams will help your child develop essential skills like communication, problem-solving, and adaptability, which are crucial for future success. These skills enable them to work effectively with others, handle different viewpoints, and achieve common goals. Being a good team player prepares them for various personal and professional environments, where teamwork is often necessary to solve challenges, innovate, and succeed. It also helps them build relationships and become more confident in collaborative settings.

Careers that require collaboration and working together in teams

- **Healthcare Professionals (Doctors, Nurses, Therapists)** – Collaborating to provide patient care.
- **Engineers and Architects** – Working together to design and build projects.

- **Marketing and Advertising Teams** – Developing campaigns through shared creativity.
- **Software Developers** – Collaborating on coding projects and problem-solving.
- **Event Planners** – Coordinating logistics with various team members.
- **Film and Media Production Teams** – Working together to create content.
- **Sports Teams** – Achieving success through coordinated efforts and strategies.

How can I help my child develop an understanding of collaboration and working together in teams?

- **Encouraging Group Activities:** Involve them in team sports, group projects, or family tasks.
- **Modeling Teamwork:** Show how you work with others and highlight its benefits.
- **Teaching Communication Skills:** Encourage open discussions and active listening.
- **Praising Cooperative Efforts:** Recognize when they work well with others.
- **Providing Opportunities for Leadership and Participation:** Let them take on different roles in group settings.

Help each other to cultivate and ethos Mindfulness

Value 9: Trusting, caring & honest relationships

How will a student show this value?

A student will show the value of trusting, caring, and honest relationships by being truthful, dependable, and kind to others. They will listen, offer help, and be supportive of their peers, showing empathy and respect. By keeping their promises, admitting mistakes, and treating everyone with fairness, they build strong, genuine connections and create a positive environment where others feel valued and trusted.

Why is it important for my child to show this?

It's important for your child to show trusting, caring, and honest relationships because it helps them build strong connections, develop empathy, and create a positive environment where they and others feel valued and supported. These qualities foster mutual respect, effective communication, and reliability, which are essential skills for maintaining healthy relationships in personal and professional life. Being trustworthy and caring also helps them become a respected and compassionate individual, which will benefit them in all aspects of their future.

How could trusting, caring & honest relationships help in the future?

Trusting, caring, and honest relationships will help your child build strong connections, develop effective communication skills, and establish a positive reputation in the future. These qualities are essential for teamwork, leadership, and collaboration, as they create an environment of mutual respect and reliability. Being trustworthy and empathetic will make it easier for them to form meaningful relationships, navigate conflicts, and gain the trust of others, which are all crucial for personal and professional success.

Careers that require trusting, caring & honest relationships

- **Counselors and Therapists** – Building trust with clients to support their well-being.
- **Teachers and Educators** – Creating a safe, supportive environment for students.
- **Nurses and Doctors** – Providing compassionate care to patients.

- **Social Workers** – Assisting individuals with empathy and honesty.
- **Human Resources Managers** – Managing employee relations with fairness and integrity.
- **Coaches and Mentors** – Guiding others through trust and encouragement.
- **Customer Service Representatives** – Establishing trust to resolve issues effectively.

How can I help my child develop an understanding of trusting, caring & honest relationships?

- **Modeling Honesty:** Be truthful and transparent in your interactions.
- **Encouraging Empathy:** Teach them to understand and respect others' feelings.
- **Building Trust:** Keep promises and show reliability in daily routines.
- **Creating a Caring Environment:** Show kindness and encourage them to do the same.
- **Discussing the Importance of Integrity:** Talk about why being honest and caring matters.