

Staff/ leaders Charter

Model exemplary behaviours at all times:

- Smile, 'Don't wear your stress'
- Greet new people to the school with a big hello and ask them how they are – to make anyone feel like they belong we must invest in them
- Be positive and model how we speak to each other and to the children
- Be prepared - being organised enables us to teach to the best of our abilities
- Lead by example and make everyone feel like they belong
- Show respect for each other and the children we care for
- Recognise that we have a shared responsibility to empower our children and staff
- Model respect for work/ life balance, particularly with emails and electronic communications after school hours
- Celebrate the achievements of the pupils and each other
- Collaborate within your school and across the Trust

Relationships:

- Say hello to as many staff and children as possible each day
- Talk positively about all people that work in the Trust
- Make time for people
- Treat all you work with fairly - in school and across the Trust
- Challenge fairly and consistently - we challenge each other as we want the best for our pupils and staff
- Talk calmly to all in team meetings
- If anyone looks or says they are not feeling well, stop the meeting and seek advice to help support them as best you can

Nolan Principles for Leaders - Engage Enrich Excel Academies

SELFLESSNESS

- Leaders should act solely in the interest of children and young people.

INTEGRITY

- Leaders must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. Before acting and taking decisions, they must declare and resolve openly any perceived conflict of interest and relationships.

OBJECTIVITY

- Leaders must act and take decisions impartially and fairly, using the best evidence and without discrimination or bias. Leaders should be dispassionate, exercising judgement and analysis for the good of children and young people.

ACCOUNTABILITY

- Leaders are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

OPENNESS

- Leaders should expect to act and take decisions in an open and transparent manner. Information should not be withheld from scrutiny unless there are clear and lawful reasons for so doing.

HONESTY

- Leaders should be truthful.

LEADERSHIP

- Leaders should exhibit these principles in their own behaviour. **They should actively promote and robustly support the principles, and be willing to challenge poor behaviour wherever it occurs.** Leaders include both those who are paid to lead schools and colleges and those who volunteer to govern them. Schools and colleges serve children and young people and help them grow into fulfilled and valued citizens.

As role models for the young, how we behave as leaders is as important as what we do. Leaders should show leadership through the following personal characteristics or virtues:

- a. **TRUST - leaders are trustworthy and reliable.**
We hold trust on behalf of children and should be beyond reproach. We are honest about our motivations.
- b. **WISDOM - leaders use experience, knowledge and insight.**
We demonstrate moderation and self-awareness. We act calmly and rationally. We serve our schools and colleges with propriety and good sense.
- c. **KINDNESS - leaders demonstrate respect, generosity of spirit, understanding and good temper.**



- We give difficult messages humanely where conflict is unavoidable.
- d. **JUSTICE - leaders are fair and work for the good of all children.**
We seek to enable all young people to lead useful, happy and fulfilling lives.
 - e. **SERVICE - leaders are conscientious and dutiful.**
We demonstrate humility and self-control, supporting the structures, conventions and rules which safeguard quality. Our actions protect high-quality education.
 - f. **COURAGE - leaders work courageously in the best interests of children and young people.**
We protect their safety and their right to a broad, effective and creative education.
We hold one another to account courageously.
 - g. **OPTIMISM - leaders are positive and encouraging.**
Despite difficulties and pressures, we are developing excellent education to change the world for the better