

Engage Enrich Excel Academies

Vision, Values and Mission

Vision:

Inspire **belonging** through **respectful** collaboration, **empowering** all to achieve excellence.

Mission:

Nurturing possibilities, growing stronger together

Values:

Belong, respect, empower: unlocking futures

Values

Each value is expanded below:

Belong:

- The value of belonging fosters a positive climate, that enhances emotional well-being and promotes academic success.
- If children and staff feel like they belong they will engage effectively and develop a strong sense of happiness and fulfilment.
- If staff feel a sense of belonging they know they can rely upon everyone in the Trust to support, care and respect them. This leads to them being the best version of themselves.
- Our schools are inclusive environments where all pupils feel like they belong regardless of their ability, background or interests.

Respect:

- The value of respect is about treating each other with kindness, empathy and fairness. Respect in our schools is crucial to enable all staff and children to feel connected and it links intrinsically to the value of belonging.
- We teach our pupils to respect each other and we model this as professionals in our day to day life.
- Respect is at the core of our positive and supportive learning community.

Empower:

- The value of empower enables us to equip our pupils and staff with the knowledge, skills and confidence to take control of their learning and make positive choices in their lives.
- We empower our staff in three key ways; enrich them with opportunities for professional growth, fostering a supportive working environment and recognising and valuing their contributions.
- As a Trust we recognise the importance of open communication and know that this enables our staff and communities to excel.

Definition of excellence:

Excellence is not just a destination but a continuous journey fuelled by a clear sense of **belonging**, a commitment to improvement, and a focus on **empowering** confident, resilient, and curious young individuals.

It hinges on understanding our fundamental role in teaching and learning, directing our efforts towards every child, staff member, and family, with **respect** and equity as its guiding principle, recognising the inherent worth of every child as we strive for ongoing excellence.

EEEA Pledge to our families:

We are dedicated to:

- safeguarding, nurturing, and cherishing your children, fostering **belonging**;
- delivering outstanding teaching across all subjects while relentlessly pursuing excellence;
- prioritising high standards in English and Mathematics within a diverse and engaging curriculum;
- valuing and **respecting** your children's creativity, individuality, and voices, supporting their self-belief and confidence as they grow;
- and **empowering** them to confidently embrace their next educational and life endeavours as they transition from primary education

The next section is based on ethical leadership work from the National College research:

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

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