

Our Trust Behaviours Framework

Regardless of their role, title or area of responsibility, every person is a leader.
Leadership is influence and everybody has the opportunity to influence.

“
*Leadership must enter into service, but
with a personal love for the people.*
Pope Francis
”

Est. 2024

Our Values	Our Commitments	Our Behaviours
Gifts	Empower and encourage	 We encourage and empower everyone to nurture and use their individual God given gifts.
Respect	Embrace individual uniqueness	 We treat everyone fairly and consistently (as they would like to be treated themselves).
Aspiration	Care, nurture, inspire	 We inspire and nurture each other and enable everyone to be the best they can be.
Community	Welcome and serve	 We build and serve our communities to be the best places they can be.
Celebration	Value and appreciate	 We create an environment where everyone's contributions can be valued and appreciated.
Excellence	Take Ownership	 We take ownership, set realistic yet challenging expectations, and inspire each other to deliver great results.

“

For leadership there is only one road: service. There is no other way. If you have many qualities, the ability to communicate, etc. , but you are not a servant, your leadership will fail, it is useless, it has not power to gather [people] together... “Leadership must enter into service, but with a personal love for the people.”

Pope Francis, Address, 12th May 2014

”

Characteristics

- Put others ahead of your agenda.
- See potential instead of perfection.
- Develop the confidence and security to take risks.
- Look for a need and take initiative.
- Perform small acts anonymously.
- Learn to walk slowly through the crowd.
- Begin your day reflecting on the love you have for others in your life.
- Develop a bias for action.
- Lead with grace and humility.

“Let us never forget that authentic power is service.” Pope Francis

Our Value Gifts

Our Commitment:

Empower and Encourage

We encourage and empower everyone to nurture and use their individual God given gifts.

Indicators for reflection	Success markers - desired behaviours
Does not trust people to do their job, can act as though they know best, observes and controls what others do.	Empower and encourage self-belief so that all can shine through their gifts.
Creates an environment without trust and empowerment, where people feel undervalued and unheard.	Build a safe and loving space, where people learn and grow from mistakes.
Does not encourage employees to spend time reflecting and developing. Does not value learning for continuous improvement.	Seek out opportunities to develop own gifts and nurture the gifts of others.
Is indifferent to or dismissive of the unique contributions of others, fails to appreciate the gifts others contribute.	Notices and is thankful for the unique contributions of all.
Does not see the value in collaborating to generate ideas, find solutions, or achieve great work. Encourages or demonstrates a preference for silo working.	Takes part in, and actively encourage others to take part in collaborative events, sharing our collective gifts.

Our Value Respect

Our Commitment:

Embrace individual uniqueness

We collaborate, celebrate our individual uniqueness, and value our differences.

Indicators for reflection	Success markers - desired behaviours
Is dishonest, overly critical, negative and biased.	Self-aware, present, and communicates with integrity and humility.
Creates an atmosphere of fear in which mistakes are seen as weakness.	Creates environments of trust and love, where others feel safe and included.
Talks over people, interrupts before people have finished talking or is abrupt. Is not open to the views and ideas of others.	Listens well and respects the views, opinions, and contributions of others.
Shows favouritism, treats people unfairly, is moody, or inconsistent.	Understands that people are imperfect, is willing to say I am sorry and seeks to reconcile.
Neglects personal needs of others, ignores the need for self-care, wellbeing and personal development.	Cares for others as individuals and demonstrates care for their needs.

Our Value Aspiration

Our Commitment:

Care, Nurture and Inspire

We inspire our people, nurture our teams and enable everyone to be the best they can be.

Indicators for reflection	Success markers - desired behaviours
Communicates ineffectively, confuses the team, does not inspire action.	Inspires others to embrace the vision and values and ensures all see how their role impacts the bigger picture.
Is pessimistic, overly cynical, and does not notice potential problems developing.	Is positive, thinks creatively to find solutions and overcome challenge.
Is unwilling to take risks, inflexible, and undermines the confidence of others.	Takes risks, seeks out challenge and make appropriate healthy choices.
Shows lack of interest in the team and how they experience working together. Demands results but does not consider how they are achieved.	Listens well and builds a culture of healthy challenge and support.
Shows a lack of interest in the ambitions of others. Does not allow time for thought and reflection or learning opportunities.	Is ambitious for self and others, embracing opportunities for development and growth.

Our Value Celebration

Our Commitment:

Value and appreciate

We create an environment where everyone's contributions can be valued and appreciated.

Indicators for reflection	Success markers - desired behaviours
Is unable to recognise own strengths and weaknesses, does not value the strengths others have to offer.	Recognises own strengths and how the strengths of others can help us grow.
Does not make the effort to build morale and motivation in their sphere of responsibility.	Celebrates the success of others, in our words and behaviours.
Avoids recognising and celebrating the contributions and successes of others. Takes credit for other people's successes.	Creates opportunities to contribute ourselves and be part of the success.
Repeats the same mistakes, fails to continuously learn and improve, elects not to share and self-promotes rather than being collaborative.	Shares knowledge and skills with others to facilitate learning and adoption of great ideas.
Does not recognise the value of celebrating achievement and success.	Recognises that celebrating successes is an important part of creating an environment where everyone can thrive.

Our Value Community

Our Commitment:

Welcome and Serve

We build and serve our communities to deliver the highest standards of education,

Indicators for reflection	Success markers - desired behaviours
Does not make the effort to engage or inspire others towards our mission and vision.	Communicates with clarity and purpose to create environments where each person feels they belong.
Communicates only to a chosen few, holds on to knowledge and information.	Promotes social justice and inclusion.
Prioritises own needs and desires above those of the common good.	Seeks out opportunities to make a positive difference in the lives of others and prioritises serving the common good.
Shows favouritism, works independently, does not address issues of inequity or bias.	Builds cultures of equality and belonging, both in school and the wider Trust.
Shows lack of interest in or appreciation of others. Seeks self-recognition over what others have achieved.	Affirms, encourages, nurtures, supports and celebrates all whom we serve.

Our Value Excellence

Our Commitment:

Take Ownership

We take ownership, set realistic yet challenging expectations, and inspire each other to deliver great results.

Indicators for reflection	Success markers - desired behaviours
Creates an atmosphere of fear, disrespects their team members or talks negatively of others.	Encourages and models a culture of safety and positivity, where all feel valued and can thrive.
Demotivates, micromanages, blames people when they make mistakes.	Inspires and motivates everyone to be the best version of themselves.
Pressures colleagues to achieve unrealistic expectations. Is unaware of their team members responsibilities, does not engage others towards a goal.	Communicates challenging and realistic expectations of ourselves and others and demonstrate resourcefulness.
Does not work on building relationships in their team, fails to give praise for good work.	Creates positive relationships, shares and is helpful, and is thankful for the help of others.
Does not accept feedback or give feedback to develop others. Allows poor behaviour or performance to go unchecked.	Understands ourselves, our strengths and things to get better at.
Does not make the effort to explore, investigate information or consider evidence of future trends.	Explores and shares new knowledge and insights from outside to enable continued learning, growth and ongoing success.