

*Where everyone is **valued and respected**,
where we share commitment to **education that is ambitious**,
setting the highest expectations and
where **integrity** is the foundation.*

Integrity as its foundation

*There is a **deep working partnership** between Trust schools based on a recognition that what we are doing is important and **meaningful**. It is understood that we can be most effective through working together and sharing a **collective responsibility**. There is a culture of **generosity** in sharing expertise. Successes are celebrated and shared. Leaders are **honest, trustworthy and reliable**. Decisions are taken thoughtfully, without discrimination and using the **best evidence**. All staff act in an open and **transparent** manner allowing for trust-based accountability. Leaders exercise **judgement**, act calmly and rationally and model **respectful** professional relationships. The professional environment offers **challenge**, in a **supportive** culture that allows individuals to be honest about where they can improve.*

Education that is ambitious

*In all schools, we provide high-quality education based on **common purpose**. There are trust-wide **structures** that enable effective **collaboration**, leading to continuous **review** and **sustainable improvement**. Trustees receive key information in a timely and consistent manner, enabling them to have confidence that they are acting in the **best interests of the students**. All children, and their families, have a **positive** experience of education. It is recognised that not everything that is valuable in education can be measured. The curriculum is planned thoughtfully, providing a **rich, broad learning experience** that enables students to flourish in the future. All students are **known, supported and challenged** appropriately. There are **high expectations** of all students, regardless of starting points or situation. Value is placed on the **process of learning** itself, regardless of outcome. The highest standards of behaviour are taught, modelled and celebrated.*

Valued and respected

*In each of our schools, a culture has been created in which **professional relationships** can flourish. Leaders **model the values and behaviours** that they wish to see in the students. There is a presumption that colleagues are acting with the best intentions. Everyone is encouraged to contribute to their own and colleagues' **continuous, sustainable improvement**. Time is given to **listening and understanding** the views of others in constructive conversations. When difficult messages need to be delivered, this is done with **kindness and sensitivity**. Problems are solved collaboratively, with **optimism and determination**. The ability to contribute effectively to a **team** is highly valued.*