# ROBIN HOOD
## MULTI ACADEMY TRUST
www.robinhoodmat.co.uk

Robin Hood Multi Academy Trust believes in creating a culture and ethos where leadership can thrive at all levels in a range of settings and situations. The Trust recognises that in order to maximise our potential, grow leaders and make the biggest impact on children's lives we all need to operate around a core set of values. This document specifies the guiding principles which all leaders within the Trust operate to. In doing this we believe that collectively we can make the biggest difference.

## EQUALITY

- **AWARENESS OF SOCIAL AND CULTURAL DYNAMICS:** we believe in embracing diversity in all its forms and creating a just and fair community.

- **DEVELOPING OTHERS:** we believe that every leader has a responsibility to develop and grow others within a developmental and nurturing culture.

- **OPPORTUNITY GIVERS:** we believe that it is the role of leadership to provide learning opportunities to the wider team and to distribute leadership rather than hold it centrally.

## INTEGRITY

- **VALUES DRIVEN:** we believe in using our core values to drive leadership behaviours and the decision making process so that leaders model the values of the Trust.

- **COMMUNICATION:** we believe that communication is central to effective leadership in order to gain buy in from the team. We believe in the value of listening as a catalyst for improvement.

- **NEGOTIATING AND MANAGING CONFLICT:** we believe in discussing difficult issues and working together to resolve conflict in a fair and just way.

# LEADERSHIP COMPETENCIES

## SELF IMPROVEMENT

- **CHALLENGING OWN PERFORMANCE:** we believe it is the role of the leader to challenge their own performance on a regular basis in the pursuit of excellence.

- **PRACTISING WELL BEING:** we believe in the importance of all leaders assessing their own quality of life and facilitating the well being of others.

- **SEEKING FEEDBACK:** we believe that central to effective leadership at all levels is the ability to seek meaningful feedback in order to create a culture of self improvement and high standards.

## COLLABORATION

- **ESTABLISHING AND SUSTAINING RELATIONSHIPS:** we believe it is the role of all leaders to work effectively to build, develop and sustain trusting relationships to ensure high level collaboration.

- **OUTWARD FACING:** we believe in looking to the best organisations in the world for solutions. We believe in the power of external networks outside of the Trust.

- **SYSTEMS THINKING:** we believe that the work of one affects the work of all; every leader has a central role to play in the development of the organisation.

## POSITIVE CHANGE

- **ADAPTING TO CHANGE:** we believe in engaging in reflective practice to inform meaningful change and drive improvement.

- **STRATEGIC THINKING AND PROBLEM SOLVING:** we believe in looking at the big picture and taking well calculated and thought through risks to ensure that all problem solving is done in a strategic way.

- **INFLUENCING THE WIDER WORLD:** we believe in making a difference to the wider world outside of the Trust and education and that each leader has a moral obligation to look further afield than their own school.