



Ethical Leadership Charter

Positive and encouraging

At the Vita Multi Academy Trust we are positive and encouraging.

- Believing in our own skills and ability, and the wide range of skills and abilities of others, to do what is right for our staff, young people and families.
- Challenging and actively discouraging negativity and cynicism.
- Focussing on the end game, remaining positive and encouraging, despite sometimes experiencing setbacks, challenges and pressures. Supporting other members of the MAT community to maximise opportunities, overcome difficulties and celebrate success at every level.

Equality and Justice

At the Vita Multi Academy Trust we are consistently fair for the good of all staff, children and wider community.

- Ensuring we walk the walk. Embodying our purpose and values in our daily behaviours, daily interactions with others, decision making and communications.
- Doing what is right, rather than the path of least resistance in a sensitive way that minimises conflict.
- Applying policies and rules/routines with consistency, fairness and transparency, whilst allowing for individual circumstances, discretion and common sense.
- Valuing diversity in everything we do

Relentless drive and optimism

At the Vita Multi Academy Trust we have determination and courage in our convictions

- Utilising the wide skill set and experience within the MAT to overcome any barriers to development
- Maintaining a team spirit and humour
- Always keeping an eye on the goal and encouraging others along the way
- Having the research, knowledge and courage to continue with developments in the face of adversity

Insightful

At the Vita Multi Academy Trust we utilise a wide range of differing experience, knowledge and insight.

- Having the courage to make mistakes and using these as learning experiences
- Knowing that admitting when we are wrong is a strength
- Bringing knowledge and expertise from a wide range of experience and actively sharing this with others.
- Having an awareness that newly recruited members of the staff have a wide range of experience outside of their role profile and learning from them, embracing their expertise and embracing the mutual benefits of close working relationships.
- Having an awareness that more experienced staff have a wealth of knowledge & expertise that shouldn't be overlooked in the face of new ideas and methods.
- Constantly review and reformulate systems, methods, policies and procedures and having the courage to remove or change them if they prove to be ineffective.