



Ethical Leadership Charter

Nurturing

At the Vita Multi Academy Trust we show respect, thoughtfulness, understanding and patience.

- Being kind, humble and genuine.
- Showing compassion and care, always seeing the person behind the role.
- Showing high levels of emotional intelligence and empathy. Seeking opportunities to acknowledge strengths, empowering others and elevating colleagues in a trust filled environment.

Spirit

At the Vita Multi Academy Trust we work courageously in the best interests of children and young people.

- Reflecting on our own input when something goes wrong.
- Remaining patient, calm and optimistic in the face of adversity, adapting to changing circumstances and helping others..
- Showing transparency ensuring others are aware of the facts, the developments and the why.

Managing ourselves and others

At the Vita Multi Academy Trust we show an awareness of themselves and others

- Reducing stress and anxiety in the organisation by modelling calm and considerate behaviour.
- Behaving in a dutiful, conscientious way, demonstrating humility and self-control to build great schools.
- Removing barriers and blockers to enable others to do their jobs well.
- Removing egos and working for the greater good, the outcome being greater than the sum of the parts.
- Focussing on our schools, not ourselves, and developing others including our successors.

Articulated Vision

At the Vita Multi Academy Trust we anticipate and preparing for the future.

- Knowing that some may not perceive change as a positive and helping them understand and overcome fears.
- Thinking strategically, researching, gathering, analysing and assessing information, seeking opportunities for collaboration and organisational development.
- Keep abreast of developments through research and effective collaboration to consider barriers to success and risk factors
- Developing others to be the best versions of themselves
- Ensuring the highest quality specialists are recruited with a passion for the students, colleagues and the MAT values.
- Courageously analysing and evaluating new information and translating that into recommendations, decisions, plans and projects.

Trustworthy

At the Vita Multi Academy Trust we are trustworthy and reliable.

- Being consistent, reliable, consistent, honest, credible, humble, mindful of others and kind.
- Maintaining professionalism and helping others to manage their professionalism.
- Delivering on promises and commitments.
- Supporting colleagues and having a genuine interest in others