

**Our  
STARS  
Framework**



**Leaders**

To support our journey to One Trust we introduced our STARS values to develop a clear set of framework for all staff, across the Trust, to work towards.

In order for you as a leader to understand how your professional standards map to STARS we have created our STARS Framework. We have used leadership professional standards as a base to indicate what STAR behaviour looks like for leaders within the Trust.

# Success

Success is for all: we create a culture of continuous improvement, encouraging all learners and staff to strive to be better, and succeed.

## Expected Behaviours

- Support and coach your team to build a school that is truly pupil centric in everything that they do
- Challenge and coach both those that you manage as well as those you work with where there is opportunity to improve outcomes for our pupils
- Work across the Trust with key stakeholders taking a strategic view on success and be able to interpret this at a local level for your school or team
- Recognise your own strengths as a leader as well as the individual strengths of your team and maximise these for the benefits of the pupils.



# Teamwork

We work together to maximise the talent and abilities of all, with our learners central to every choice we make.

## Expected Behaviours

- Ensure all staff within own area are clear not only to their own role but also how it fits in to the wider team and organisation
- Take an organisation wide approach to team work and not simply focus on your own area to improve the pupil experience
- Support your colleagues and team members to hold a growth mindset and encourage the team to bring new ideas forward
- Maximise and facilitate opportunities to work collaboratively across the Trust and wider Group to enhance the pupil experience.



# Achievement

We have ambition for our learners and staff so that they can achieve and exceed with courage, resilience and determination, realising their own unique potential.

## Expected Behaviours

- Take ownership for the pupils within your area either directly or indirectly and empower your team to do the same
- Hold staff to account for their pupils and own achievement and manage effectively where this is not the case
- Communicate clearly and frequently with your whole team to ensure all conversations, however challenging are both effective and fair to enable pupil achievement
- Enable your team to access and maximise development opportunities to enhance their professional practice and potential within the Trust



# Respect

We empower our learners and our staff to be respectful, to value diversity and to maximise this as a talent and strength.

## Expected Behaviours

- Take a fair and consistent approach to managing any performance or people challenges within your team to ensure all staff feel valued and fairly treated
- Maintain and build upon the high level of responsibility and respect that our roles in education hold in everything we do.
- Manage all your staff equitable way and put inclusion at the heart of everything you do
- Understand your professional responsibilities and those of others, supporting colleagues to do the same



# Service

Our purpose is to serve our learners and our communities. Leaders at every level serve with integrity, ensuring our learners achieve and progress in society.

# Expected Behaviours

- Take a fair and consistent approach to managing any performance or people challenges within your team to ensure all staff feel valued and fairly treated
- Maintain and build upon the high level of responsibility and respect that our roles in education hold in everything we do.
- Manage all your staff in a equitable way and put inclusion at the heart of everything you do
- Understand your professional responsibilities and those of others, supporting colleagues to do the same

