



The Vision and Values of St Chad's Academies Trust

Children First

As we follow Christ in the footsteps of St Chad, we pray that the St Chad's community, in our family of schools, encounters an environment that is rooted in our Christian values, know, understand and love each other's communities and is excited to find God at work already in the world.

St Chad's Academies Trust thrives from the rich diversity of each other's communities, working together, seeking the common good, raising aspirations and standards, working for equality and hope for all.



Our Promises

We will all talk straight and ensure information is communicated effectively.

We will be clear about everything we do, right wrongs and show loyalty.

We will take responsibility for our part in the success of St Chad's Academies Trust by respecting and understanding the vision and values and knowing how we have made a difference.

We will make sure everyone feels included in the decision making of our organisation and is accountable for their actions and contribution.

We will listen to all members of our St Chad's community, keep our promises and earn each other's trust.

We will have a relentless focus on being the best that we can be and in all that we do.

We understand that we are all learners and that continuous learning helps us all grow as individuals and strengthens our organisation.

We will work together collaboratively at all times to solve our problems, address our issues, improve our communications, share our ideas and develop a culture of learning within the Trust.

Our Values

We will all talk straight and ensure information is communicated effectively.

Speak the truth in love – Ephesians 4 15

VALUES – HONESTY , FREEDOM

This means we will all:

- Be honest
- Be trustworthy in all that we say
- Treat everyone how we would like to be treated
- Respond openly, honestly and politely to complaints or criticisms
- Communicate effectively and professionally
 - *Its not what you say its how you say it*
- Understand that points of view differ
 - *think before we respond (7 second rule)*
- Appreciate the impact of a smile
- Never forget to say please and thank you as it will always be remembered
- Share our concerns immediately with the right person
- Refrain from gossip as it is never good
- Understand communication is always 2 way
- Accept that we can't always be the first to know
- Commit to listening more and speaking less
- Show sensitivity to others

***Bad news travels faster than good news,
...reverse this trend!***

We will be clear about everything we do, right wrongs and show loyalty.

Keep a good conscience - 1 Peter 3 16

VALUES – SIMPLICITY , THOUGHTFULNESS

This means we will all:

- Show integrity by being honest with ourselves and others
- Have the courage to challenge if we see something wrong
- Understand that rules are for everyone
- Understand that generosity of spirit goes a long way
- Admit to our own mistakes openly and in good humour - everybody will feel better
- Challenge when we see values undermined
- Commit to being a valued and active member of a number of teams within St Chad's
- Celebrate our successes publicly and share our concerns privately
- Demonstrate loyalty to each other with our words and actions

Do the right thing!

We will take responsibility for our part in the success of St Chad's Academies Trust by respecting and understanding the vision and values and knowing how we have made a difference.

I will choose good over evil and accept responsibility for my decisions
- Joshua 24 15

VALUES – RESPECT, RESPONSIBILITY, CARING, HOPE

This means we will all:

- Respect each other's roles and responsibilities
- Understand that everyone makes a valuable contribution
- Value our own contribution and how we impact towards the success of St Chad's Academies Trust
- Have an understanding of the big picture but never forget that small things count
- Know that we are accountable to everyone in our academies / schools and the Trust
- Respect the reasons people choose to do the job they do within the Trust
- Understand that success is an ongoing process and we won't rest on our laurels
- Embrace change as a process, not an event

**Know where you are going now and
what success looks like when you get there.**

We will make sure everyone feels included in the decision making of our organisation and is accountable for their actions and contribution.

Without counsel plans fail, but with many advisors they succeed - Proverbs 15 22

VALUES – CO-OPERATION, LOVE , UNITY, DIGNITY

This means we will all:

- Know we each have a voice and be responsible for making it heard
- Listen to others and consider what they have said before making a decision
- Be mindful of how we are perceived by others
- Be clear about our responsibility for the contribution we make
- Make an effort to recognise and praise the work of others - *work is enjoyable when you know you are doing a good job*
- Appreciate the importance of kindness in the workplace
- Work in a no blame environment
- Take on challenges and see them through to the end
- *no passing the buck*
- Take the time to help others
- Use our skills to help others overcome their challenges

Together we are stronger!

We will listen to all members of our St Chad's community, keep our promises and earn each other's trust.

I will not violate my covenant or alter a word that came forth from my lips - Psalm 89 34

VALUES – TRUST, HUMILITY, FRIENDSHIP

This means we will all:

- Take time to listen – the door is always open
- Build strong relationships within the Trust and wider community
- Take time to value everyone's contribution
- Keep our promises
- Carry through our actions
- Trust our colleagues
- Be non-judgemental in our dealings with others
- Create opportunities for everyone to be heard
- Be compassionate colleagues
- Persevere if relationships get tough
- Recognise each other's different emotional and work needs

Take time, show you care!

We will have a relentless focus on being the best that we
can be and in all that we do.

Work hard and cheerfully at whatever you do - Colossians 3 23

VALUES – QUALITY, RESILIENCE

This means we will all:

- Be enthusiastic and committed to achieving all of our goals
- Lead by example – *quality speaks volumes*
- Take responsibility for the role we have in the Trust
- Take time to see how we can be even better at what we do
- Have pride in our success
- Celebrate and share in the success of others
- Be resilient and never give up in the tough times
- Support others in good times and bad
- Be relentless in our ambition for ourselves, our colleagues and the Trust
- Be motivated and self-reliant
- Never be afraid to ask for help and support
- Always offer help and support to others
- Never let personal ambition dominate the shared vision of the Trust

Enthuse, motivate,engage!

We understand that we are all learners and that continuous learning helps us all grow as individuals and strengthens our organisation.

Let the wise hear and increase in learning - Proverbs 1 5

VALUES – APPRECIATION, COURAGE, TOLERANCE, WISDOM

This means we will all:

- Understand that everyone is a leader and everyone is a learner
- Play a part in everyone's learning
- Take responsibility for our own development
- Recognise the skills and attributes of others
- Accept that people learn at different rates and be tolerant to the needs of others
- Understand learning is a challenge
- Recognise that people learn in different ways
- Have a willingness to learn and understand
- Share our learning experiences for the good of colleagues and the Trust
- Contribute to a culture of enjoying learning

From little acorns, mighty oak trees grow.

We will work together collaboratively at all times to solve our problems, address our issues, improve our communications, share our ideas and develop a culture of learning within the Trust.

Two are better than one, because together they can work more effectively - Ecclesiastes 4 9

VALUES – UNDERSTANDING, PATIENCE, COMMUNITY

This means we will all:

- Never be self-serving
- Accept that every contribution matters
- Be open about the problems we encounter
- Give people a chance to contribute, help, support and challenge
- Commit to developing a culture of collaboration
- Know how our behaviour or actions have an impact on the ethos of our organisation
- Never give up in the face of adversity
- Be patient with others
- Know our strengths and areas of weakness and never be afraid to ask for help
- Understand that effective collaboration does not just happen, it takes planning and time

Collaboration is the key to success.