



Victoria
ACADEMIES TRUST

TRUST US
making our
values
happen

First launched
February 2016

our values

Focus on family

Insist on excellence

Do good as you go

Embrace innovation

Seize success

FIDES



Introduction

This document was launched at Victoria Academies Trust Conference in February 2016. It was created by a team of colleagues from across our family of schools.

The team worked together to make our values come to life, and to show how across all of our schools, our values underpin all that we do and every decision that we make.

As a trust, our mission is 'to make our people become the best they can be'. Our people are our pupils, our families and our colleagues.

We need our values to guide us in our mission and to be the heart-beat running through our schools.

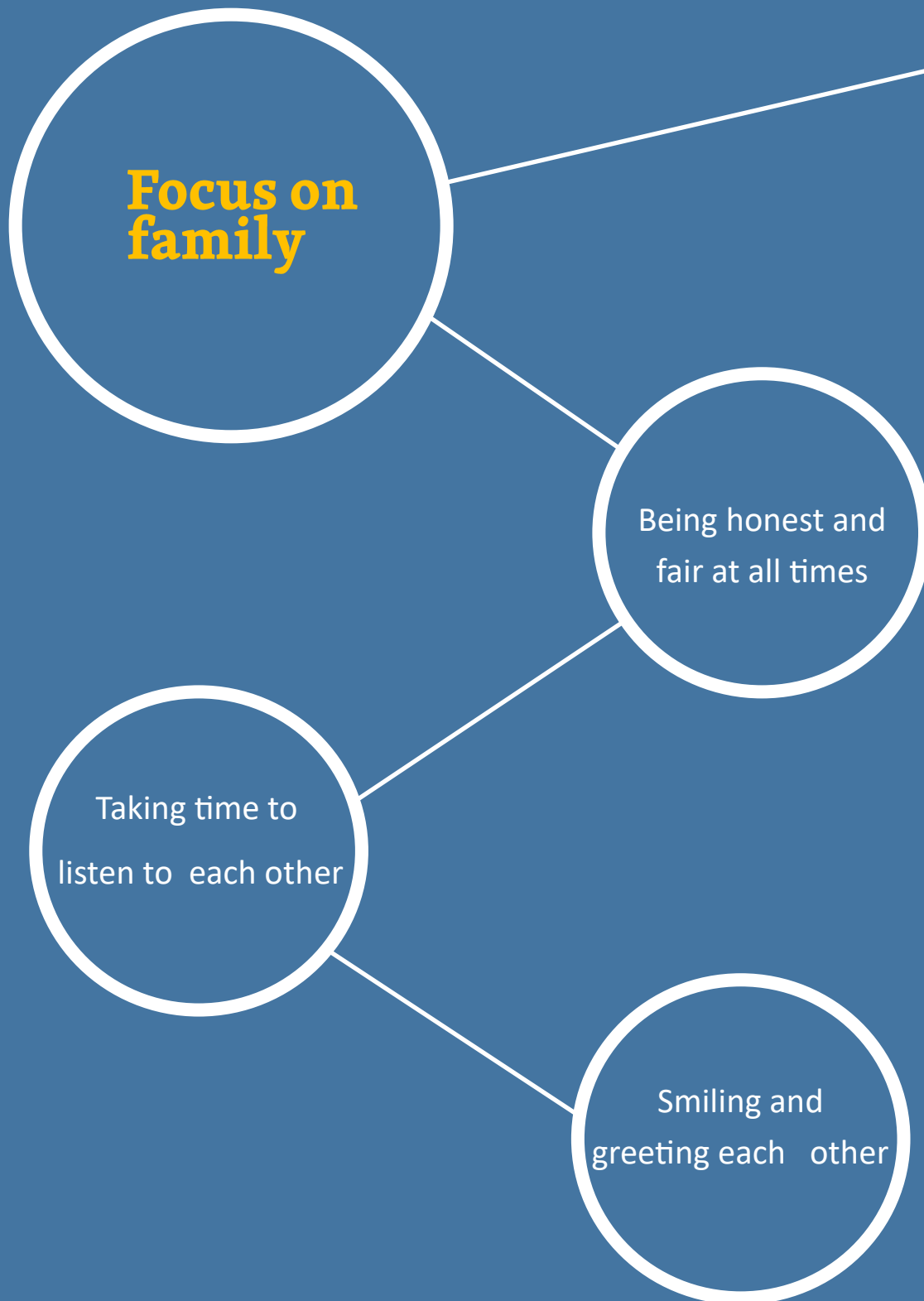
By unpacking each of our values, and putting them into context, we can see how they can drive our whole trust, and support us to achieve our mission.

Following the launch of this document, our pupils came together to produce a video - 'Trust Us Too' which showed how they too use our shared values in their everyday life in our schools across Victoria Academies Trust.

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Our mission as a trust is to make people become the best they can be...

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“The most valuable resource that all staff have is each other. Without collaboration our growth is limited to our own perspectives.”

Focus on family

At the heart of a family is a unit of people working together, forming a circle of strength, founded on trust and equality. As a multi academy trust, we need to see ourselves as a 'family' unit. It is essential that we work together as a team, acting as the roots for one another, allowing space for those around us to grow in confidence.

'Family' is important because respectful relationships within a

unit provide a sense of security and belonging. If people join forces, collaborate and trust one another, then a positive outcome will be achieved.

To enable us to instil this value of 'family' within and across the trust, the atmosphere must be like a home, welcoming and providing a sense of love and care.

If all staff collaborate and have a good rapport with one another,

To focus on family, we need to:

Smile and greet one another, pay simple compliments and ask about well-being.

Work together on a professional and social level (staff meetings, out of school activities).

Be honest and fair with each other in all relationships within our day-to-day lives.

Support one another, whilst innovating new ideas.

Develop good rapport with each other.

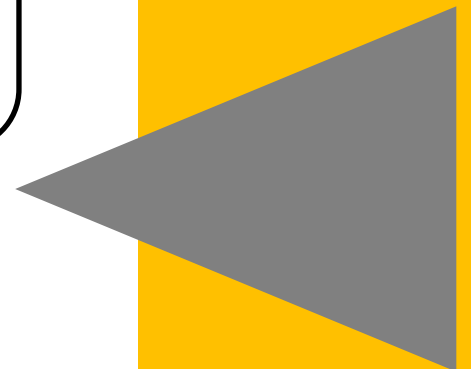
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**Insist on
excellence**

Having an 'I
can do'
attitude

Celebrating
excellence in the
'here and now'

Creating a vibrant
and collaborative
environment

**We expect all members of the
trust to display good manners at
all times and value every contri-
bution.**

Insist on excellence

In its essence, insisting on excellence is refusing to accept anything less than the very best, so that regardless of barriers, we achieve beyond our expectations as we travel along this educational journey together.

As a trust, if we do not *insist on excellence*, we are at risk of the family of schools not achieving their full potential. *Insisting on excellence* fosters a sense of pride and empowerment where staff, pupils and families all rise to every challenge. To enable us to do this, members of the trust must foster qualities of perseverance, resilience and an 'I can do' attitude. We must not be afraid of new challenges and try at all times to incorporate all available resources in the modern world.

As a trust, we must be mindful of each other's successes and celebrate moments of excellence in the here and now.

The atmosphere and culture within our family of schools is vital if we are to *insist on excellence*. Our school cultures must be immersive, vibrant and collaborative for staff and pupils, whereby all members can see moments of excellence in the here and now through modelling and sharing good practice. For example, we expect all members of the trust to display good manners at all times.

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**In our curriculum work, we
maximise human and
environmental wellbeing**

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Do good as you go

We '*do good as we go*' to ensure we leave behind smooth, calm waters, promoting positivity in all aspects, and can take pride in

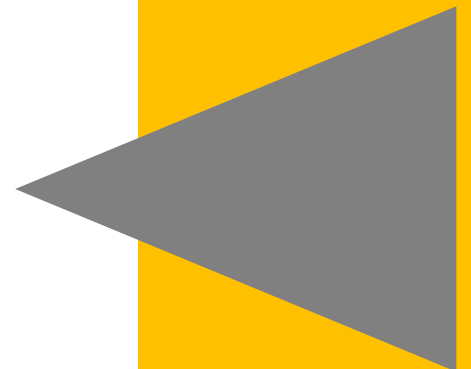
We do good through our interactions with others throughout the trust and the extended community. We are caring, supportive and empowering, creating a sense of goodwill and friendliness in our classrooms, schools and communities.

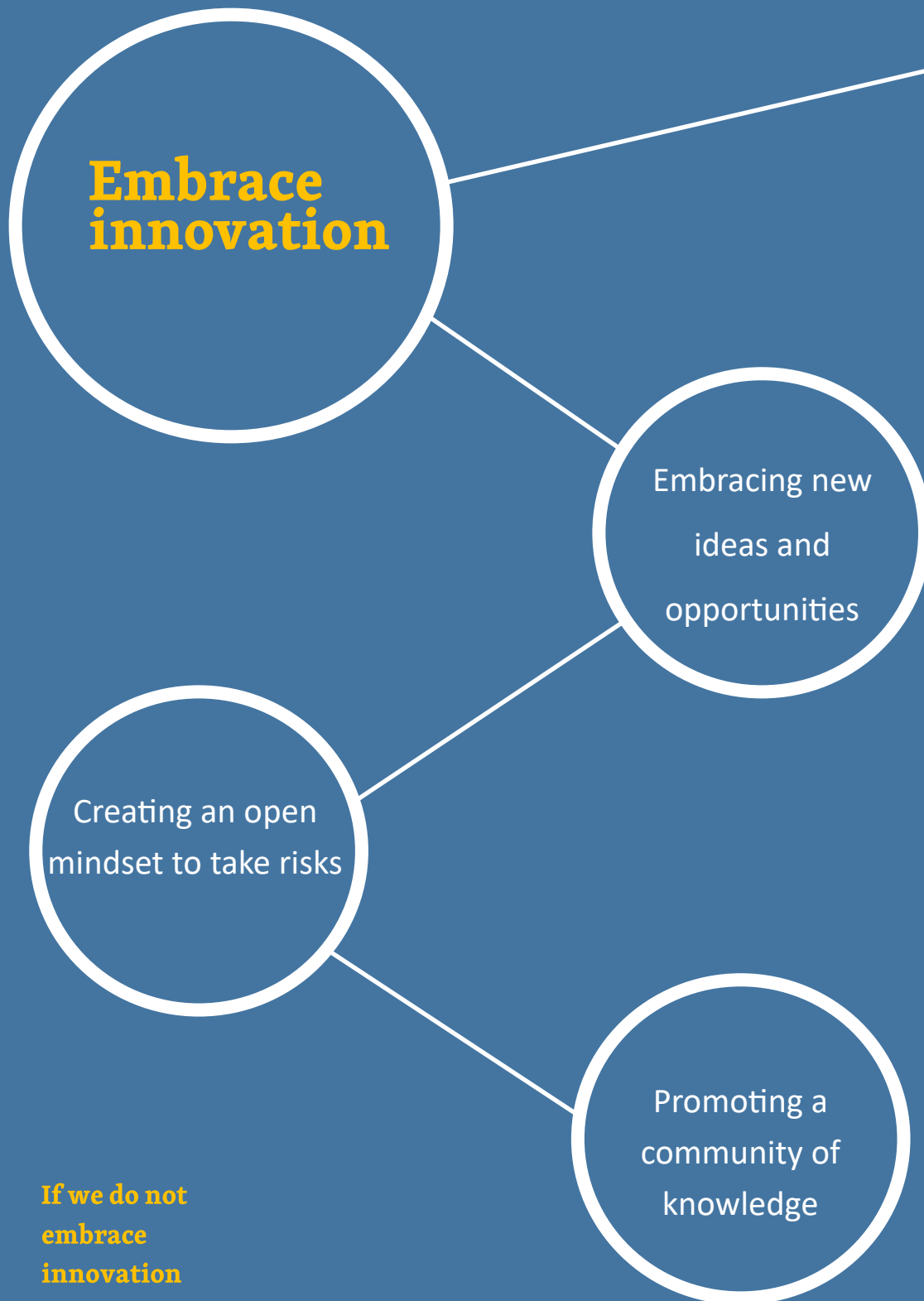
We embrace all members of the community, so that everyone feels valued

and has the opportunity to develop rewarding relationships and make a positive contribution. We follow the principles of social enterprise in our work to maximise human and environmental well-being.

We support our pupils to develop into confident, respectful, caring and positive individuals who also

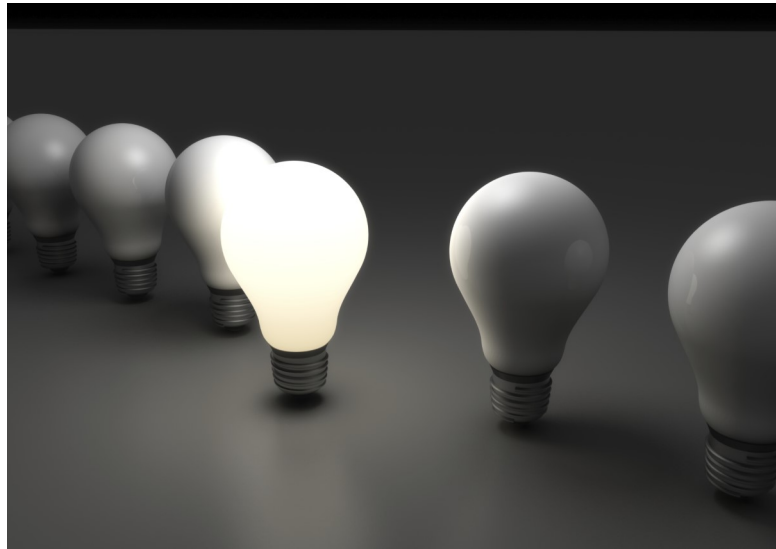
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If we do not embrace innovation we are at risk of stagnating and getting stuck in a rut.

Embrace innovation



In its essence, innovation means 'making a change for the better.' To embrace this, we must be open-minded and willing to take on board new ideas and new opportunities across the trust.

This is vital because if we do not embrace innovation we are at risk of stagnating and getting stuck in a rut. Innovation allows 'currency', meaning the ability to be 'here' in the present and able to take on new and exciting challenges with vigour, and to run with them.

To enable us to do this, as a trust we must have an open mindset and not be afraid to take risks and seize new initiatives when they appear on the horizon. Part of this is of course good professional development for our staff, enabling them to develop resilience, flexibility and a willingness to give new things a go.

To embrace innovation, the atmosphere within our working environment is vital. It must be vibrant, collaborative and exciting for both staff and pupils. As we walk around our schools we see new ideas being explored in our classrooms and good practice being shared collaboratively across the school and trust.

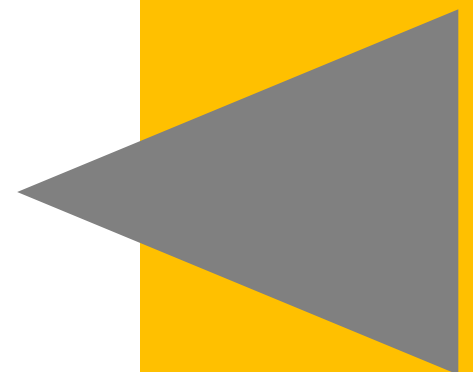
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We must notice the best in everyone, no matter how small or seemingly insignificant these successes may seem.

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Seize success

To seize success, we need to aim for, and achieve, the best that we can.

We need to celebrate our successes by being proud of our achievements and to recognise when something great has been achieved.

We need to feel valued as an individual and as part of a team, from the classroom to the wider community, including family members and members of the whole trust.

We must celebrate achievements by having meaningful reward systems in place and by noticing the best in

everyone, no matter how small or seemingly insignificant these successes may seem.

We must seize every opportunity to use positive and meaningful language so that everyone is continually encouraged. This will lead to further success and high levels of self-esteem.

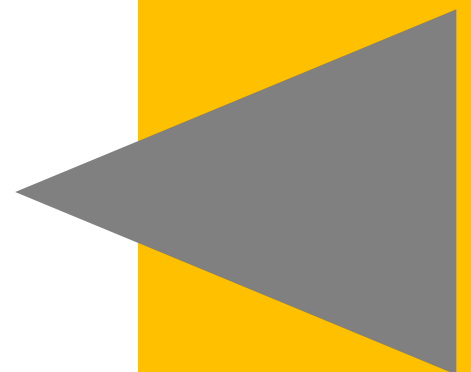
We need to understand and verbalise what success looks like and how it is shared within our schools, so that we can all strive to achieve with clear, outlined



Everyone, including pupils, parents and staff, needs to demonstrate a commitment to achievement in all its shapes and forms. They must be motivated, inspired, enthusiastic, positive and happy to strive and aspire to the fulfilment of their dreams, the dreams of others and those dreams that are yet to be discovered.

There must be a culture of support and a strong belief that we can all work together to achieve the empowering feeling of success that leads to the achievement of further success, and that in itself is sufficient reward without external acknowledgement. We believe this is ultimately possible for any one of us.

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