

Vision, Values and Behaviours

Vision

The vision statement is a declaration of the Trust's overarching aspirations of what we hope to achieve. The vision is a broad description of what the Trust is trying to produce or become. It will inspire people and motivate them to want to be part of and contribute to the organisation.

Key Drivers

The key drivers are inspirational and aspirational principles for all staff and students to live and breathe every day to deliver the vision.

The vision and key drivers state where we are going (vision) and what we will do to get there (key drivers). They direct the efforts of all people in the Trust towards common goals.

Values and Behaviours

The values statements and behavioural framework are also known as the code of ethics.

The values statements and behavioural framework defines what the Trust believes in and how people in the organisation are expected to behave—with students, with each other, with parents and carers, and with other stakeholders. It provides a moral direction for the Trust that guides decision making and establishes a standard for assessing actions. It also provides a standard for employees to judge violations.

The values and behaviours support the vision, shape the culture, and reflect what the organisation values and stands for. They are the Trust's principles, beliefs, and philosophy.

“The Trust have worked with all stakeholders to shape the vision, values and behaviours. This engagement with our learning community will ensure that these are understood by everybody and reflect our collective ambition for the children, young people and communities that we serve.”

David Sutton, Chief Executive Officer

Bringing our Values to **Life**



We are defined by more than what we offer in our schools in terms of the educational provision or examination results. We are defined by what we stand for, what we believe and why we do what we do.

We make a difference in the world by improving life chances for children and young people and by providing a sense of hope and aspiration in the individual learning communities we serve.

When we say learning community, we mean everybody with a stake in the work we do - from the students we teach, to the local communities we reach, to the hundreds of staff working together to serve them across our schools.

Our vision, our values and our commitment support our purpose and guide us in all that we do.

“Ensuring a sense of hope and aspiration”

Employee Value Proposition

Great Company Brand

- ✓ Cultural Fit
- ✓ Inspiring Vision, Values and Behaviours
- ✓ High performing, well managed
- ✓ Social Responsibilities

Great Rewards

- ✓ National terms and conditions
- ✓ Professional development opportunities
- ✓ Pay for performance
- ✓ Other work related benefits

Great Work

- ✓ Exciting Challenges
- ✓ Professional Learning and Development
- ✓ Mobility and Growth Opportunities
- ✓ Flexibility and earned autonomy

Great People

- ✓ Great leaders
- ✓ Talented people
- ✓ Supportive, open and collaborative
- ✓ Trusted and caring leaders

Our Employee Value Proposition sets out what we offer all of our employees to ensure they have a rewarding and fulfilling career at Maltby Learning Trust.

A Great Place to Work and Learn