

Our SLT Behaviours

Whether you are joining the senior leadership team at Goffs-Churchgate or working with them, it is important to know the behaviours we have created as a team and commit to modelling every single day. Embodying our values each day will mean we are able to work cohesively as a team in supporting our staff and students to believe they can ensure Goffs-Churchgate provides **'no set destiny for any child'**. It also allows us to hold ourselves and one another accountable for our actions. We reflect, learn, and grow as a team; we trust and value our team members, and we all work together to achieve our collective purpose. These should go beyond the academy's Code of Conduct.

SLT Social Norms: We are all committed living and breathing the vision of providing **'no set destiny for any child'** and the values of *Aspiration, Nurture, Achieve and Respect*.

We will	We will not
Stay connected with our purpose "why do we exist" - Over communicate our message -We are committed to the 4 disciplines of a cohesive leadership team, creating clarity, over-communicating clarity and reinforcing clarity. - Link back to our purpose	-Lose sight of our purpose -Forget to start with the 'Why'
Stay poised and unruffled (swan) -Panic privately with SLT -We remain in control by building and relying on consistent systems -We make time for the little interactions, even when busy	-Overreact, kneejerk, panic (headless chicken) -Give a sense of panic by how we move around the building and interact with other adults -Pass on stress to the people we line manage
Run the school - We own the corridors - We show up on time and run a great duty - We take every opportunity to be present in classrooms - We attend key events to show support for the school - We work with the most difficult children	-Prioritise our own to do list over the needs of the school -Multi-task badly
Collaborate -Seek feedback on our work and make time for one another beyond offices -Be curious for how it's going and act accordingly -Assume good intentions	-Work in isolation, -Dive into significant decisions without running it past a member of the team -Collude or exclude -Take things to SLT before we flesh it out with a colleague
Teach really well -Continue to work on our teaching so we are seen to be working on our practice too. - Switch Radios off in classrooms	-Neglect our teaching. -Teach as we've always taught -Interrupt each other's teaching or enable a culture where staff interrupt us -Email in lesson
Build a culture of high rapport / high challenge -We give and receive feedback skilfully -We are comfortable being uncomfortable -We consciously build opportunities to have feedback	-Pull our punches/sugar coat the truth -Challenge unskilfully -Allow our own interference to prevent feedback

- We will separate the emotion, and make space for the work	
Remain aligned on every issue -Build a shared meaning and use a common language -Sometimes we will disagree and commit -Use communication to make sure we are in the loop and can remain aligned -Show up to signal to staff that we are aligned	-Say one thing at SLT and then do another when on the ground -Show staff that we don't fully agree with a decision made at SLT -Gossip
Keep the team together, healthy and enjoying our work -Always keep our work productive -We will send emails between 7-7 (Mon-Fri) -Use the radio to communicate during the day when we need instant communication -Share agenda items at least 24hrs before meetings	-Allow a culture of fear to dominate -Miss opportunities to recognise our success -Burnout
Act knowing that SLT is our first team -Confidentiality -Look out for one another by checking-in	-Put the needs of our areas above the needs of the school -Indiscretion
We spot gaps and we fill them -We model followership -Sweat the small details of running a school -Take responsibility for behaviour, teaching and curriculum as if it were our own -Cover for one another	-Adopt the mindset of <i>that isn't my remit or I can walk past this issue and just pretend it doesn't exist because I have stuff to do</i>
We include all voices in the team -Expect an invitation to contribute -Cultivate the courage to share -Follow our meeting protocol	-Allow the loudest voices to dominate -Miss the contribution of members of the team
Seek simplicity -strip away as much as possible so that our plans have the best chance of success	-Overcomplicate -Overload bandwidth so that no one thing gets the attention it deserves
Be clear and make others clear -Be crystal clear with our own plans -ensure everyone else is equally clear though overcommunication -Cascade key messages -We make our school a safe place for staff and students through consistent/predictable responses	-Under communicate, assume that because it has been launched that it has been adopted etc -Relying on email versus face -Once is not enough