

# 10 LEADERSHIP PRINCIPLES

Our Leadership Principles set the standard for how we lead. make decisions, inspire our teams, take action, and navigate challenges. At Bronte Academy Trust our Leaders.....

## Put Pupils First

Leaders start with the best opportunity and outcomes for pupils and work backwards.

## Embody authenticity and earn trust

Leaders listen attentively, speak candidly, and treat others with respect. They are self-critical, even when it feels uncomfortable and foster an environment of honesty, integrity, and healthy conflict, while staying genuine and true to themselves.

## Deliver school improvement

Leaders strive to leave the school in a better place. They drive school improvement and are able to measure impact. Constraints inspire resourcefulness, self-sufficiency, and innovation.

## Are the guardians of the standards

Leaders maintain high standards, stay connected to details, audit often, and question discrepancies between metrics and anecdotes, constantly raising the bar.

## Are calm under pressure

Leaders make good decisions at pivotal moments. They are calm, assess a situation effectively, adjust their approach accordingly and act with clarity.

## Are never too big to do the small things.

Leaders walk the walk and talk the talk. They embrace ownership and understand the strength of humility. They don't have all the answers and never say, "that's not my job."

## Ask why

Leaders ask "why?" to deeply understand and systematically solve problems. They respectfully challenge decisions, standing firm in their convictions without compromising for the sake of social harmony.

## Have good instincts

Leaders seek diverse perspectives, challenge their own beliefs, and rely on strong instincts and emotional intelligence. They act decisively, take responsibility, and use subtle cues to guide judgement. They value simple, clear strategies.

## Are learners

Leaders are never done learning. They are curious about new possibilities and explore beyond their own field to discover new approaches and pass on what they have learned.

## Create leaders

Leaders share responsibility, foster accountability, and coach others. They recognise talent, inspire and elevate people to their best, building a team of future leaders who can step up when needed.

