



LONDON
SOUTH EAST
ACADEMIES
TRUST



Our
STARS
Framework



All Staff

To support our journey to One Trust we introduced our STARS values to develop a clear set of framework for all staff, across the Trust, to work towards.

In order for all staff to understand how their professional standards map to STARS we have created our STARS Framework. We have used professional standards from all roles as a base to indicate what STARS behaviour looks like within the Trust.

Success

Success is for all: we create a culture of continuous improvement, encouraging all learners and staff to strive to be better, and succeed.

Expected Behaviours

- Regardless of role puts the best interest and success of pupils at the heart of everything you do
- Support and challenge colleagues to ensure the success of our learners is centre to all activities within the Trust
- Spend time to understand what success means not only for your role but for the wider Trust and use this as the foundation for all decisions made
- Recognise your own strengths and know how to support the whole Trust to support the outcomes for our pupils.



Teamwork

We work together to maximise the talent and abilities of all, with our learners central to every choice we make.

Expected Behaviours

- Work effectively and collaboratively with others in your own school as well as more widely in the Trust to the benefit our pupils and staff
- Understand the strengths and challenges of your team and be there to support your colleagues to achieve your collective goals
- Hold a growth mindset and look for opportunity to improve in everything you and your team do
- Use opportunities to work collaboratively across the Trust and wider Group to enhance the pupils experience and build a diversity of thought.



Achievement

We have ambition for our learners and staff so that they can achieve and exceed with courage, resilience and determination, realising their own unique potential.

Expected Behaviours

- Take responsibility for the outcomes of the pupils you work with either directly or indirectly
- Set high standards and expectations for both pupils and colleagues to support high achievement for all
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- Ensure you put your own development and learning at the heart of your professional practice



Respect

We empower our learners and our staff to be respectful, to value diversity and to maximise this as a talent and strength.

Expected Behaviours

- Understand and embrace that everyone brings something unique and individual to the table
- Maintain and build upon the high level of responsibility and respect that our roles in education hold in everything we do
- Respectfully challenge both upwards and with your peers where you think there is room for improvement or a better way of doing things
- Understand your professional responsibilities and those of others, supporting colleagues to do the same



Service

Our purpose is to serve our learners and our communities. Leaders at every level serve with integrity, ensuring our learners achieve and progress in society.

Expected Behaviours

- Truly understand the specific needs of our pupils and put these needs at the centre of everything we do
- See our school and Trust as a vital agent for positive change in the local community and take an active role in the local community
- Play a key role in supporting the wider community through your school
- Make evidence based decisions in the best interest of our pupils, staff and the wider community

