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Changing the culture

Aspiring leaders can look to senior leaders for effective behaviours for inspiration.

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Senior leaders devote significant time and care to developing and mentoring other leaders.

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Priority is given to improvement and learning, to building capacity.

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There is a clear and compelling vision for the organisation, offering a clear sense of moral purpose.

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People know what's expected of them and what they are supposed to deliver.

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People have the requisite and unambiguous power to take decisions and act.

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People know how roles fit together, who reports to whom and how the place is organised.

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High expectations and standards, a shared recognition that there is a job to be done well.

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A culture and process for open and honest feedback and critique amongst staff at all levels.

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High performers are explicitly recognised and rewarded.

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People are treated with dignity and valued whatever their level; they are not afraid to speak up.

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People help each other, share insights and learning, pitch in where required.

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CPD is embedded within the performance management culture of the school.

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Leaders focus on excellence for all, including vulnerable pupils who will make good or better progress.

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