

Robin Hood MAT Leadership Competencies

At Robin Hood MAT, our leadership competencies set out the behaviours and values we commit to as leaders. They are not only a guide for how we work, make decisions, and support one another, but also a framework for self-reflection and accountability. By regularly evaluating ourselves against these competencies, we strengthen our practice and ensure that our culture remains consistent, inclusive, and values-driven. Every leader in the Trust is expected to model these competencies in daily practice and to use them as a tool for growth.

Name of Leader:		HT ▾	School ▾
Equality	Self Improvement	Collaboration	Integrity
Embrace diversity and treat every individual with fairness and respect. Evaluation ▾	Regularly reflect and challenge your own performance. Evaluation ▾	Build an inclusive team environment where everyone participates fully. Evaluation ▾	Demonstrate authenticity and consistency in all interactions, showing the same respect at every level. Evaluation ▾
Support and nurture the growth of others in all roles. Evaluation ▾	Safeguard your wellbeing and actively support that of others. Evaluation ▾	Demonstrate proactive engagement , contribute alongside others, and integrate into the team. Evaluation ▾	Take personal accountability , showing resilience and professionalism in the face of challenge. Evaluation ▾
Share leadership by creating opportunities for everyone to contribute. Evaluation ▾	Seek and act on feedback to improve practice and raise standards. Evaluation ▾	Build and sustain respectful, collaborative partnerships across and beyond the organisation. Evaluation ▾	Address issues and conflict openly, working towards constructive and fair solutions. Evaluation ▾
			Adapt thoughtfully and lead change that is meaningful and sustainable. Evaluation ▾
			Think strategically , solve problems with perspective, and take considered risks. Evaluation ▾
			Lead responsibly in technology and AI, embracing innovation while staying true to our values. Evaluation ▾