



# WHAT ARE OUR NON-NEGOTIABLE EXPECTATIONS?

- 1** Total commitment to improving the life chances of pupils – high expectations and a total focus on **PUPIL PERFORMANCE**.  
*Commitment to the very highest pupil outcomes for our children, at all key-stages. Headteachers and senior teams that focus on pupils and their outcomes, with everything else as peripheral.*
- 2** High quality and **OUTSTANDING LEADERSHIP** that is visible, has impact and action, and travels in the same direction. Leaders that 'see it and sort it'. No excuses.  
*Leadership sets the tone for any organisation, and our leaders will inspire, be visible, act as role models for other leaders and for pupils, and will be proactive and build high performing, unified teams.*
- 3** **POSITIVE RELATIONS**, especially between staff, students and parents. Our immediate stakeholders need to feel that they are part of a supportive learning community.  
*Relationships set the tone for any organisation. All relations will be positive, we will seek to understand and inspire our pupils, parents and wider community in a way that outstanding organisations can and should do.*
- 4** High quality staff, especially the **STANDARD OF TEACHING** delivered, with totally committed teachers. No acceptance of requires improvement teaching.  
*Highly effective teachers, in the classroom, through proactive, high quality recruitment and excellent CPD.*
- 5** Always **STRIVE TO IMPROVE** and do things better. No complacency.  
*Our Academies will always strive to be outstanding for the communities they serve, there will be no excuses for underperformance.*

If the above five points are followed, then we value individuality not conformity and simplicity not complexity. Chiltern Learning Trust will serve its schools and make sure the school can do things better than if it was alone.

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