



Lillington Nursery and Primary School

Senior Leadership Team Code of Conduct

The Purpose of the SLT

- To support the Head Teacher and Governors to raise standards across the school in line with the priorities of the school development plan.
- To provide strategic leadership and direction in order for school to successfully achieve its short and long term goals.
- To develop, challenge and scrutinise whole school initiatives on behalf of all stakeholders in order to ensure a commitment to school improvement within the community.

Conduct

- Show a commitment to the senior leadership team through challenging, robust and critical discussions within meetings.
- Maintain trust within the senior leadership team through a united position on school improvement measures including actions related to COVID-19 measures.
- Maintain trust within the senior leadership team through a united position on expectations, gossiping and negative staff behaviour.
- Show a commitment to the school through visible leadership and providing effective support when holding others to account.
- Maintain trust within the school community through a positive and consistent approach to school leadership and ensuring transparency and clear expectations.

Setting an Example

As senior leaders, we will uphold the values, attitudes and behaviours that we expect from all school stakeholders:

- Act with integrity, positivity and respect all members of our school community.
- Adopt a proactive approach to leading school initiatives and help other members of the school community achieve their roles and responsibilities.
- Be mindful that although we set high expectations we are aware of school 'pressure points' and strive to maintain positive staff morale at all times.
- Avoid negativity and take active steps to address any unprofessional behaviour or comments swiftly and appropriately.
- Play an active role in making school a rewarding and positive place to work.

Breach of the code

- All members of the SLT should feel confident about holding one another to account against all elements of the agreed code of conduct.
- Holding people to account is about focussing an individual on their 'leadership behaviours' and the impact it has on school improvement or attitudes to school leadership.
- Individuals can address an issue privately on a one to one 'coaching' style basis that allows reflection and an opportunity to 'put it right'.
- Any member of the school community has the right to inform the Head Teacher if they are concerned about the conduct of an individual – it will be the Head who decides if it can be addressed informally or through school policy and procedure.
- Any formal complaint should be made to the Head or Chair of Governors.
- Intentional breaches of the code of conduct will be dealt with through the disciplinary procedures.