

## Ethical Growth Strategy

### End of Year Aim –

The end of year aim will be for all stakeholders involved with Peters Hill Primary School will be aware of our ethical growth strategy and the actions we take to expand the positive impact we have on more lives around us. The strategy will be clear and deliberate, performance driven with all stakeholders having high autonomy and high accountability. There will be a high level of professional trust with systems driven by performance and improvement. Peters Hill will be a high challenge, low threat establishment with a strong sense of moral purpose. Peters Hill will be a vibrant environment.

### Intended Outcome

Establishment of a 'leadership promise' for the academic year and an ethical leadership statement shared with all.

Staff training around the ethical leadership framework including ongoing leadership training sessions and updates and scenarios

Workload charter (marking and feedback, assessment, appraisal, meeting, IT etc) for all staff including network wide

Revised performance management and monitoring activities – ELP

Ethical Competencies and Behaviour framework (Non-role specific) to be established for all stakeholders and made widely available. How we demonstrate our ethical approach?

Expert in the room at all meetings - subject leaders to attend SLT meetings

Pupil involvement – Junior Leadership Team to establish how the ethical leadership competencies are displayed around school – pupils perspective

Governing body to have an ethical leadership champion and have agenda item at every full governing body meeting.

Ethical skills and competencies progression document to be created for every year group and incorporated in to medium term planning documents.

Cost Implications – TBC