

Ethical Leadership at Kettlethorpe High School

'Doing what we know is right'

We believe that Kettlethorpe High school is a unique place to be and offers all pupils a safe and happy learning experience that prepares them for life regardless of background or circumstance.

Here, pupils benefit from a rich and diverse range of opportunities within and outside lessons. This includes a high quality curriculum offer that supports a love of learning and an extra-curricular offer that is second to no other school. We want to see all our pupils make a positive contribution to the life of the school and the wider community as they learn and develop as individuals developing their characters so that they are confident, kind, resilient, respectful and appreciative.

All of this is done within a school that is proud to be a maintained comprehensive secondary school that has the autonomy to secure strategically its own destiny and success.

To this end, all staff and pupils will follow the seven principles of ethical school leadership.

The seven principles and what they mean to us:

Selflessness

- **All staff and pupils will** act solely in the interests of all pupils and the school community.
- We will work together to be the absolute best we can be.

Integrity

- **All staff and pupils will** endeavour to do the right thing, acting in an ethically responsible way that is fair and open to challenge.
- All pupils have the right to be included in the school community regardless of socio-economic background, ability and social/SEND need.

Objectivity

- **All staff and pupils will** act and make impartial decisions with fairness, and without discrimination or bias for the good of all pupils and the school community.

Accountability

- **All staff and pupils will** be accountable to each other the school community, and the public.
- We expect scrutiny, review and reflection on what we do and then decisions we make.

Openness

- **All staff and pupils will** act and make decisions in an open and transparent manner.

Honesty

- **All staff and pupils will** always be truthful with each other to ensure high standards of clarity, trust and respect.

Leadership

- **All staff and pupils are leaders at Kettlethorpe High School.** We will promote actively our school values and ethos. Together, we will challenge each other where it appears we have fallen short of these standards which we aspire to.

What it means to us	How
<p style="text-align: center;"><i>Selflessness</i></p> <ul style="list-style-type: none"> All staff and pupils will act solely in the interests of all pupils and the school community. We will work together to be the absolute best we can be. 	<ul style="list-style-type: none"> We ensure that, at all times, the school endeavours to meet the very best interests of all its pupils. We will go the 'extra mile' and are generous and unselfish as a school community. We have a flexible timetable which is well staffed to allow for in-timetable interventions and staff give their time outside the timetable in after school and holiday sessions.
<p style="text-align: center;"><i>Integrity</i></p> <ul style="list-style-type: none"> All staff and pupils will endeavour to do the right thing, acting in an ethically responsible way that is fair and open to challenge. All pupils have the right to be included in the school community regardless of socio-economic background, ability and social/SEND need. 	<ul style="list-style-type: none"> We are honest and transparent in all our work, using the best evidence without bias or discrimination. We will not 'off roll' or encourage families to remove their children from our learning community. The school's curriculum offer will support the best interests of pupils and will not be used to score points for league table accountability. Teachers are not required to follow dictated teaching and learning and marking approaches. Systems, procedures, actions and kindness ensure no child is left behind.
<p style="text-align: center;"><i>Objectivity</i></p> <ul style="list-style-type: none"> All staff and pupils will act and make impartial decisions with fairness, and without discrimination or bias for the good of all pupils and the school community. 	<ul style="list-style-type: none"> All staff will be dispassionate and will exercise judgement and fairness for the good of all our pupils and young people. We will remain neutral and impartial.
<p style="text-align: center;"><i>Accountability</i></p> <ul style="list-style-type: none"> All staff and pupils will be accountable to each other the school community, and the public. We expect scrutiny, review and reflection on what we do and then decisions we make. 	<ul style="list-style-type: none"> We are prepared to be responsible for all our actions and decisions and to admit to any liability or culpability in order to learn and fine tune our school offer reflectively.
<p style="text-align: center;"><i>Openness</i></p> <ul style="list-style-type: none"> All staff and pupils will act and make decisions in an open and transparent manner. 	<ul style="list-style-type: none"> School leaders need to be approachable and work in a friendly and receptive manner to ensure the clarity and meanings of decisions are clearly understood. The school regularly seeks feedback from staff, pupils and parents.
<p style="text-align: center;"><i>Honesty</i></p> <ul style="list-style-type: none"> All staff and pupils will always be truthful with each other to ensure high standards of clarity, trust and respect. 	<ul style="list-style-type: none"> Everyone involved in working with our pupils and young people must do so with honour and integrity. We need to be fair and decent in all we do for pupils, parents and staff.
<p style="text-align: center;"><i>Leadership</i></p> <ul style="list-style-type: none"> All staff and pupils are leaders at Kettlethorpe High School. We will promote actively our school values and ethos. Together, we will challenge each other where it appears we have fallen short of these standards which we aspire to. 	<ul style="list-style-type: none"> All leaders need to be courageous and brave in their decision making in order to maintain our collective sense of ethos and collaborative working. We need to ensure we lead clearly on our strategic vision and intent.