1.4 Leadership & Management of Staff

Themes:

* Governance framework
* Building and sustaining a professional staff team
* Practitioner /staff wellbeing and pastoral support

Level 5 Summary:

* Importance of sound governance and fair and proper recruitment and selection of practitioners/ staff.
* Accountability, responsibility and shared values as important features of building and sustaining a highly professional staff team.
* Positive, caring and inclusive relationships underpin a highly supportive and welcoming ethos. (HGIOELC)
* Effective empowerment of staff and partners with due regard to wellbeing and positive relationships is a key feature of a successful professional team. (HGIOS4)

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| **Highly effective practice** | **What’s working well?** | **How do you know?** |
| The welcoming and inclusive culture and ethos is evident within the setting and promoted by all practitioners.  (HGIOELC) |  |  |
| The vision and values of the school are modelled by all relevant groups and individuals |  |  |
| Recruitment arrangements are clearly outlined in policy and procedure documents.  (HGIOELC) |  |  |
| Recruitment arrangements are clearly outlined in policy and procedure documents. They take appropriate account if parental involvement legislation. |  |  |
| Arrangements to manage practitioners discipline, attendance/absence and grievance are understood and implemented fairly. A dignity at work policy is in place and shared with all practitioners.  (HGIOELC) |  |  |
| SBC policies such as recruitment, grievance and absence are in place and shared with all staff. This includes a dignity at work policy |  |  |
| **How would you evaluate this QI using the HGIOS4 six‑point scale?**  **How would you evaluate this QI using the HGIOELC six‑point scale?** | |  |