



AIRDAL PRIMARY SCHOOL

Decision Making Policy

Good decision making is a critical factor in the long-term effectiveness of a school, as it can contribute significantly to the achievement of organisational goals.

All individuals and groups within the school community have the right to participate and be fairly represented in relevant decision-making processes.

Principles

Our policies, practices and decisions will be characterised by:

- Democratic processes that ensure consultation, ownership and evaluation by those the decision affects
- An inclusive approach that ensures the needs of students as learners and teachers as professionals are met
- Clear documentation of those responsible for the implementation of decisions

Roles & Responsibilities

Principal

Accountable to the Chief Executive for the educational leadership and management of the school, and to the Governing Council for the implementation of the school's Strategic and Site Learning plans.

It is incumbent on the Principal to establish procedures which give full opportunity for members of the school community to participate effectively, where appropriate.

Staff

Are responsible to the Principal for the welfare and development of students in their care. They actively participate in the development and review of policies and assist in the general management of the school. In relation to decision-making, it is their responsibility to:

- Use the agreed structures that have been put in place
- Ensure decisions made in relation to teaching and learning adhere to the principle set out above

Types of Decisions

Individual	Consultative	Emergency
These are implemented when the decision or proposal only impacts the individual staff member making the decision or their core business. Decisions of this nature, however, must be made within the school's broad policies and Department for Education regulations.	These are decisions that have the potential to impact the whole staff, school and/or wider community and, therefore, require consultation with all key stakeholders. The degree of consultation, however, will depend on the gravity of the decision/change and whom it is likely to affect.	The Principal, or their delegate, will have emergency decision-making powers when a decision is required as a matter of urgency and the situation, therefore, makes it impossible to follow the usual process.

Proviso

In any decision-making process the Principal retains the power of veto. If agreed and appropriate processes are used, however, this situation should be rare as decisions must not:

- Contravene Department of Education guidelines
- Be illegal
- Place students/children at risk
- Contravene the principles set out in this policy or those of equity

Related Policies

DfE Governance Framework

Airdale Primary School Committee Guidelines

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