



Decision Making Policy

Our Vision

Angle Vale Primary School, with the school community, is committed to support all students to become successful learners, confident and creative individuals, and active and informed citizens.

Our Aims

The Angle Vale Primary School's Decision Making Policy provides a framework to ensure that:

Students are learning and Educators are teaching.

- Staff and students work within a relational and restorative framework.
- Through explicit teaching and learning, we develop social responsibility and willingness to make amends, restore and strengthen relationships.
- Parents, students and staff work collaboratively to provide a consistent and just approach to development and management of student behaviour that takes into account the different needs of individual students.
- Numerous decisions are made every day. Most are straightforward and non-contentious, but some decisions require guidelines, which are understood by all those who may be affected by the decision.

Purposes:

- To implement/facilitate change
- To clarify lines of communication
- To offer a personal stake in the school through increased ownership of decision making process which in turn will lead to the acceptance of a greater level of responsibility
- To promote increased job satisfaction
- To provide a framework for dealing with issues and developing policies. Published framework in the form of a flow chart (on the back of this sheet)
- To promote a professional learning community

Broad Guidelines:

- The Principal is ultimately responsible for all decisions at the school level.
- A variety of lines of communication will be offered to give people the information they need to make an effective decision. E.g. day book, e-mail, meeting minutes, staff meeting discussions, small group and 1 to 1 discussion
- Those people who accept responsibility in a particular area may be required to initiate the decision making process. E.g. budget area, curriculum area

Honesty, Respect, Confidence, Resilience





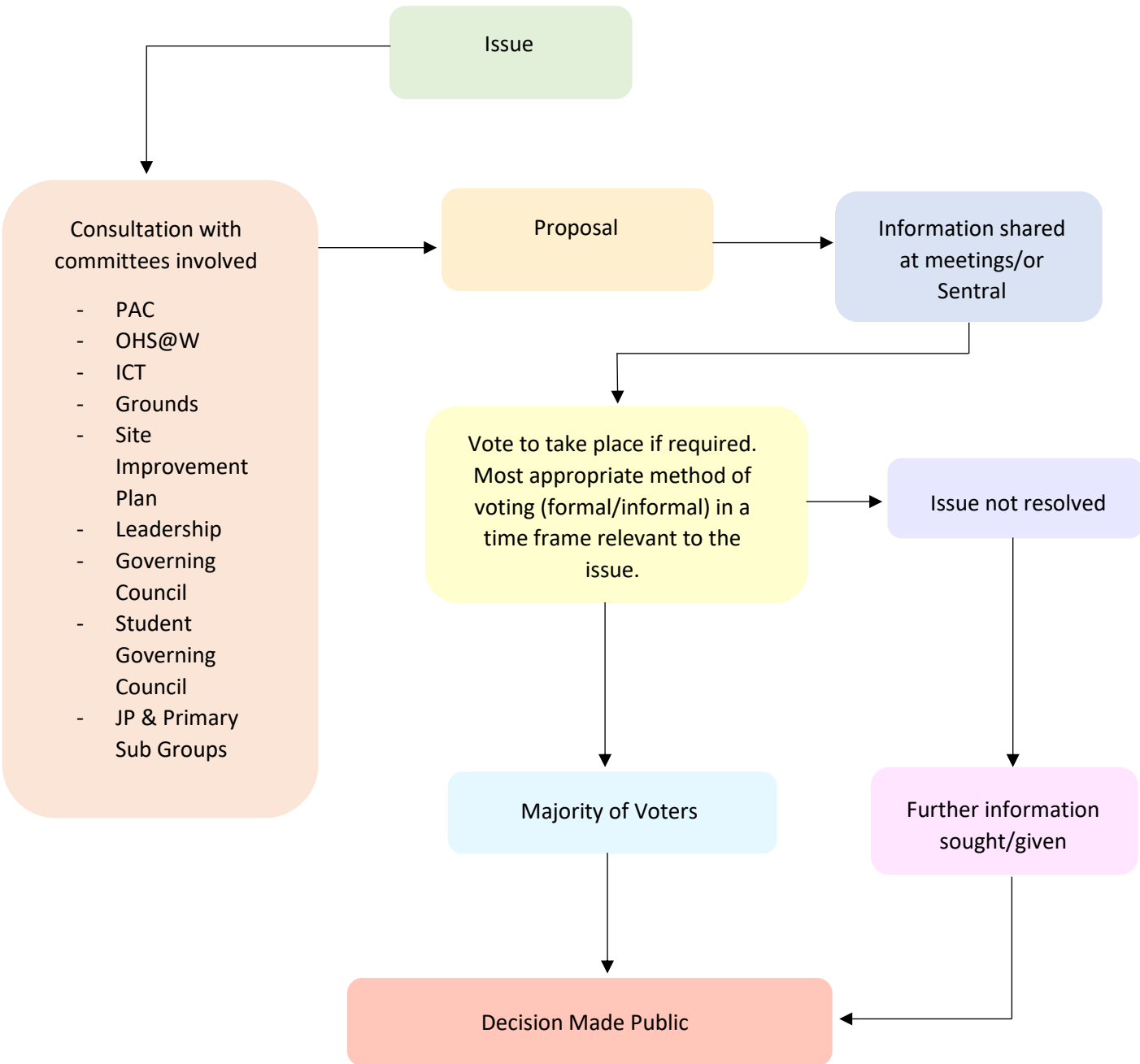
Implementation:

- Decisions/changes will be voted on, a majority vote will decide the issue. The most appropriate method of voting will be decided upon according to the issue e.g. secret ballot, show of hands. Secret ballots should be placed in a ballot box and voters given a 24-hour time line for voting
- If an issue becomes contentious or requested to be a secret ballot by a staff member then it will be referred for resolution through a secret ballot
- Any decision made shall be made public by announcement and/or written form e.g. minutes, day book
- At next staff meeting, decisions made at the previous staff meeting are restated to ensure everyone is clear

Communication and review

Outline:

- This policy is available on our school website and from the front office
- This policy has been discussed with our staff, governing council members and primary students
- This policy will be reviewed in line with the Department for Education's requirements
- Policy endorsed by Governing Council Term 1 **2023**
- This Policy will be due for review Term 3 **2023**



The Principal (or Delegate) assumes ultimate responsibility.

Some decisions may need to be made by the Leadership Team.