Peebles High School Leadership Policy Paper		Wisdom Compassion Integrity Justice
	One Peebles	

Title and QI	Leadership Framework
Date	August 2024
Vision	Create a visible and accessible leadership policies:- • to show who leads what and what they do • based on the principles of communication, empowerment and accountability • to improve leadership and improve outcomes for young people
Outcome Statement 2024-25 (Specific/Timely/Aligned/Numerical)	The framework will be communicated and embedded. All leaders will be empowered to deliver and are accountable for demonstrating improvements to outcomes for young people.
What? How? When? Who?	**Structure** 1. SLT and ELT remits **Processes** 1. SIP and SIR 2. School Improvement Calendar 3. INSET surveys and HMI surveys 4. PTCs – mini schools and FIP (BGE and mini schools) 5. SLT, PTs Pastoral, PT1s – Leadership Policy Papers* **Methodology** 1. Simon Breakspear's Clarify Canvas and Rapid Action Plan 2. 3 focus terms Aug-Oct, Oct-Dec, Jan- March 3. Line managers complete self and team evaluations of their leadership and identify an area for improvement 4. PTCs and SLT complete scoping documents on HGIOS4

	*Leadership Policy Paper responsibility (HMI Area for Improvement)
	1. BGE planning - Sarah McDowell and Sarah Wilson (1)
	2. Curriculum and Pathways – Alasdair Reid (1)
	3. Pupil Support Information - Donna Moretta, PT SfL, PTs Pastoral (2)
	4. Dyslexia and Autism training – Donna Moretta (2)
	5. SIP Lesson Evaluation Toolkit – Sarah McDowell and Sarah Wilson (2)
	6. Leadership Framework – Kevin Ryalls (3)
	7. Wider Achievement – Jeremy Lee and Lynsey Walker (3)
	8. Attainment Reviews - Jeremy Lee and Kirsty Wylie (3)
	9. Whole School Tracking - Jeremy Lee and Kirsty Wylie (3)
	10. Parent Council Leadership – Kevin Ryalls (3)
	11. Cost of the School Day and The Promise – Alastair Scott
	12. Primary Transition – Kirsteen Robertson
	13. Inclusion and Equalities – Donna Moretta
	14. Connect – Sarah O'Neill (2)
	15. Literacy and Numeracy Attainment – Simon Charles and Jan Sheridan (3)
	16. Enhanced Provision – Mel Haldane
	17. SfL – Curriculum and referrals– Kathryn Ramage/Gill Geddes
	18. Pupil Leadership – James McMordie
	19. Mentors in Violence Prevention, Rights Respecting Schools – Emma Ferguson
	20. Developing the Young Workforce DYW – Veronica Boyd
	21. Health – Siobhan Milligen
	22. College and Uni transition – Robbie Shirra-Gibb
Parent input	Parent Council
Pupil input	Student Parliament
Next Steps 2025-26	Embed and refine the framework Further develop parent, pupil and partner leadership
UNCRC Statement	

Link/QR code to further info (school website/document)	