



Challenge Partners: Code of Conduct

Challenge Partners as an organisation commits to the high quality delivery of all programmes, networks and events; enabling the trusts, schools and individual leaders in the Challenge Partners network to collaborate and share the collective wisdom of the system, so that all children and young people benefit.

This code of conduct applies to all participants while engaging in a Challenge Partners activity, including but not limited to:

- Central Team members
- Lead Reviewers
- Reviewers
- Facilitators
- Senior Partners and Hub Managers
- Programme and Network participants
- Event attendees
- Workshop participants
- Guest speakers at Challenge Partners events
- Challenge Partners Lead Practitioners
- Any other staff from Challenge Partners' schools involved in Challenge Partners' activities

Participants in Challenge Partners activities must uphold excellent conduct at all times and ensure that everyone they encounter is treated professionally, fairly and respectfully. These standards are assured through a code of conduct which is set out below:

- Embody Challenge Partners' values, which underpin everything we do:
 - **Excellence:** We are always looking for ways to improve because we are determined to achieve the best for every child, teacher and leader
 - **Equity:** We treat each other fairly, with trust, care and respect. We seek the best for every child, and know that those who have the least, need our combined expertise the most
 - **Courageous Leadership:** We speak up and take responsibility for all children, making sure that we do not harm others in doing our best for our own schools
 - **Challenge:** We expect the best of ourselves and each other, and value challenge which helps us improve
 - **Collaboration:** We listen to, share with and learn from each other, developing our practice together so that every child benefits from our combined wisdom and creativity
 - **Innovation:** We use and generate research, we innovate with discipline and evaluate intelligently in pursuit of better outcomes for all children, especially the most disadvantaged
- Embody the concept of reciprocity upon which Challenge Partners is founded by honouring commitments to other trusts, schools and individuals in the network
- Treat all others with courtesy, sensitivity, respect and fairness
- Respect the confidentiality of information provided at any activity, particularly about individuals and their work
- Declare all possible conflicts of interest prior to an activity
- Maintain appropriate professional relationships with colleagues and/or activity participants
- Ensure individual conduct does not undermine or exploit a fellow participant or put the reputation of Challenge Partners into disrepute

If you are aware of any participant who has behaved in a way that deviates from this code of conduct, please contact Challenge Partners Head of Programmes and Networks, immediately (nikita.vyas@challengepartners.org). We take any reports like this very seriously and will respond to you as soon as possible.