

# Code of Conduct

**2025-26**

Challenge Partners commits to the high quality delivery of all programmes, networks and events. We enable the schools, trusts and individual leaders in our partnership 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 engaging in a Challenge Partners activity, including but not limited to:

- Central Team members
- Lead Reviewers
- Reviewers
- Programme and Network Facilitators
- Programme and Network participants
- Senior Partners and Hub Managers
- Event attendees and workshop participants
- Guest speakers at Challenge Partners events
- Advisory Group members
- Any other representatives of schools or trusts

By engaging in Challenge Partners activities, you agree to uphold this Code of Conduct.

## Standards of Conduct

All participants must:

- Conduct themselves professionally in both in-person and online settings
- Treat everyone with respect, courtesy, sensitivity and fairness
- Adhere to Challenge Partners' safeguarding policy and procedures
- Promote an inclusive and equitable environment by treating everyone with dignity and ensuring there is no discrimination, harassment, bullying or exclusion
- Respect the confidentiality of information shared in activities, 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 bring the reputation of Challenge Partners into disrepute
- Embody the principle of reciprocity upon which Challenge Partners is founded by honouring commitments to other trusts, schools and individuals in the network

### Our values

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 to 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

### Reporting conduct issues

If you are aware of any participant who has behaved in a way that deviates from this code of conduct, please report it immediately to the relevant contact below. We take any reports like this very seriously and will respond as quickly as possible.

**Programme and Network Activities** (e.g. QA Review, Growing the Top, SEND Developmental Peer Review, Trust Leaders' Network and Trust Peer Review): **Nikita Vyas, Head of Programmes and Networks** ([nikita.vyas@challengepartners.org](mailto:nikita.vyas@challengepartners.org))

**Hub Activities:** **Jane I'Anson, Head of Partnership Reach and Experience** ([jane.i'anson@challengepartners.org](mailto:jane.i'anson@challengepartners.org))

**Central Team staff:** Follow relevant Challenge Partners' HR policies and contact the staff member's **line manager and/or HR** as appropriate