

Challenge Partners: Code of Conduct

This code of conduct applies to all participants while engaging in a Challenge Partners activity, to include:

- Central Team members
- Lead Reviewers
- Reviewers
- Staff from Challenge Partners' schools
- Event attendees
- Workshop participants
- Guest speakers at Challenge Partners' events
- Challenge Partners Lead Practitioners

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
- 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 personal conduct does not undermine or exploit a fellow participant

If you are aware of any participant who has behaved in a way that deviates from this code of conduct, please inform Laura Lewis-Williams, Director of Partnership and Programmes, immediately.