

## Decision Making Policy

### Purpose

- The purpose of the policy is to provide principles that underpin Decision Making processes and procedures at Suttontown Primary School.
- To implement and facilitate change
- Stakeholders will have a voice in the decision making process
- To promote increased job satisfaction
- To provide a framework for dealing with issues and developing policies
- To promote a professional learning community

### Policy Development

- The Department for Education policies and procedures, provide direction and all decisions and policies will reflect all mandatory directions and procedures.
- The Governing Council has responsibility for ratifying the majority of policies and is informed and consulted about strategic, improvement and financial planning and broad educational outcomes.

### Broad Guidelines

- The Principal is ultimately responsible for all decisions at the school level
- Consultation is essential and those affected by decisions have the right to participate in the formulation of directions and decisions.
- As a general rule, democratic principles will underpin decision making processes to achieve consensus. Consensus is reached once a majority can 'live with' or support a decision. Once consensus has been achieved and a decision has been made, all will be expected to implement it.
- In the event that a consensus can not be reached then a ballot will be conducted. 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
- Any decision made will be made public by announcement and or written form e.g. minutes, day book or email
- Regardless of the final decision, it is the decision of the majority and this needs to be accepted and implemented.

### Communication and Review

- This policy is available on our school website
- This policy has been discussed with our staff, governing council and students.
- This policy will be reviewed in line with the Department for Education's requirements.
- Policy endorsed by Governing Council Term 2 2025
- This Policy will be due for review Term 2 2026

