2026-2027

AL ZUHOUR PRIVATE SCHOOL

Governance and Leadership Policy

Approved by: SLT
Last reviewed: 30th June 2026
Next review due by: June 2027

Policy Statement

The school is committed to maintaining effective governance and leadership practices that promote high standards of educational achievement, student well-being, accountability, transparency, and continuous improvement. Governance and leadership shall ensure that the school's vision, mission, values, and strategic priorities are effectively implemented and regularly reviewed.

This policy aims to:

- Define the roles and responsibilities of governance and leadership structures within the school.
- Ensure accountability at all levels of the organization.
- Promote ethical, transparent, and effective decision-making.
- Support continuous school improvement and sustainable growth.
- Ensure compliance with all relevant regulatory and educational requirements.

Scope: This policy applies to:

- School Board of Governors
- School Principal
- Senior Leadership Team (SLT)
- Middle Leaders
- Teaching and Non-Teaching Staff

Governance Principles: The school's governance framework shall be guided by the following principles:

1. Strategic Direction

Governors provide strategic oversight and ensure that the school operates in accordance with its vision, mission, and strategic objectives.

2. Accountability

Leaders and governors are accountable for educational outcomes, financial sustainability, safeguarding, and operational effectiveness.

3. Transparency

Decision-making processes shall be clear, ethical, and communicated appropriately to stakeholders.

4. Continuous Improvement

Governance and leadership shall actively monitor performance and implement actions that support school improvement.

5. Stakeholder Engagement

The school shall engage students, parents, staff, and the wider community in evaluating and improving school performance.

Governance Structure

1. Board of Governors shall:
    - Approve and monitor the school's strategic plan.
    - Ensure financial sustainability and responsible resource allocation.
    - Monitor educational performance and student outcomes.
    - Ensure compliance with local regulations and inspection requirements.
    - Review and approve key school policies.
    - Hold school leadership accountable for performance.
    - Support safeguarding and risk management processes.
2. Governance Meetings: The Board shall meet at least twice each term and maintain records
    - Meeting agendas
    - Minutes
    - Action plans
    - Follow-up reports

Leadership Structure

1. Principal: The principal is responsible for:
   - Leading the implementation of the school's vision and strategic priorities.
   - Ensuring high-quality teaching, learning, and assessment.
   - Managing school operations and resources effectively.
   - Maintaining a positive and inclusive school culture.
   - Reporting regularly to governors on school performance.
   - Ensuring compliance with educational regulations and safeguarding requirements.
2. Senior Leadership Team (SLT)

The SLT shall:

- Lead school improvement initiatives.
- Monitor student achievement and well-being.
- Support staff development and performance management.
- Ensure consistent implementation of policies and procedures.
- Promote innovation and best practices across the school.

3. Middle Leaders

Middle Leaders shall:

- Lead curriculum implementation and departmental improvement.
- Monitor teaching quality and student progress.
- Support professional learning within their teams.
- Contribute to school improvement planning.

Leadership Expectations

All leaders are expected to:

- Demonstrate integrity, professionalism, and ethical conduct.
- Lead by example and uphold the school's values.
- Foster a culture of collaboration and respect.
- Make evidence-informed decisions.
- Promote innovation and continuous improvement.
- Support staff well-being and professional growth.

Strategic Planning

The school shall maintain a Strategic Improvement Plan that:

- Identifies key priorities and performance targets.
- Includes measurable success indicators.
- Is reviewed regularly by leadership and governors.
- Informs departmental and operational action plans.

Performance Monitoring

School leaders and governors shall monitor:

- Student achievement and progress
- Attendance and punctuality
- Teaching and learning quality
- Staff performance and development
- Student well-being and safeguarding
- Parent and stakeholder satisfaction
- Financial performance and resource management

Performance data shall be reviewed regularly to inform improvement actions.

Risk Management

The school shall maintain systems to identify, assess, and mitigate risks relating to:

- Student safety and safeguarding

- Health and safety
- Financial management
- Operational continuity
- Regulatory compliance
- Reputational risk

Professional Development

The school shall ensure that governors and leaders receive appropriate professional development to strengthen governance effectiveness and leadership capacity.

Policy Review

This policy shall be reviewed annually or earlier if required by changes in legislation, regulatory requirements, or school needs.

Approved By: Board of Governors -AAB
Review Cycle: Annual