

LEADERSHIP AND MANAGEMENT POLICY

Purpose

This policy ensures that leadership and management at Damascus College is carried out in a transparent and supportive manner with an aim of achieving excellence.

Scope

This policy provides:

- formal and informal opportunities to develop individuals as leaders; and
- processes and structures for the representation and incorporation of staff and students' views in decision making for the life of the College.

Definitions

Leadership is the development and movement towards a shared vision and inspiration that can embrace risk and innovation.

Management is the development and implementation of systems and procedures which lead to consistency and predictability throughout the operations of Damascus College.

Policy Statement

Damascus College will:

- provide a wide range of opportunities for participation in leadership and management responsibilities which develop the appropriate skills in all staff and students;
- maximise the number and range of staff and students undertaking leadership and management responsibilities;
- provide recognition of all leadership and management responsibilities;
- implement leadership and management responsibilities throughout the College with due regard to merit and gender equality;
- provide support and direction for all who undertake leadership and management responsibilities within the College; and
- ensure that the Catholic nature of the College will be evident in leadership and management responsibilities.

Consequences

- The College will strive towards the enrichment and enhancement of excellence at Damascus College.
- Staff and students are provided with opportunities for the development of leadership and management skills - Damascus College will encourage staff and students to differentiate between participation, leadership and popularity.
- Members of staff and students will uphold and respect the leadership and management responsibilities and culture of Damascus College.
- Damascus College will celebrate the achievements of all staff and students in leadership and management roles.

Responsibilities

The Principal and the Leadership Team have overall authority for the implementation of this policy.