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| **Dignity and Respect in the**  **School Workplace**  **A Handbook for School Leaders**  **Session 6 - Harvest Time** |
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| Notes to PowerPoint presentations  Staff Sessions on Developing bespoke DWaR Charter and Policy |
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| **August 2021** |

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## Slide 1 - Harvest Time

Harvest Time – Adopting the Policy and agreeing the Charter

Objective

This final session provides the opportunity to reap the reward of the process. It includes .b. The session provides the opportunity to reap the rewards of the process.

This includes both the DRaW Policy and the Charter.

A draft Charter with the agreed vision & values becomes our new reality.

The rights and responsibilities we have prioritised are enshrined in the Charter.

Most importantly, we adopt our preferred informal mechanism to address conflict.

The DRaW Policy and Charter adopted by the staff will go for BoM ratification and henceforth become the way we seek to ‘do things round here’.

Core to session will be a ‘celebration’ of the work and cooperation that has gone into this process and to new beginnings!

Both the DRaW Policy and the Charter are adopted. There are no surprises here if everyone has done their homework.

The completion of the process should be celebrated in a way that is appropriate to your own context - Tea and a Bun, Pizza etc. Celebrating the endeavour brings value and appreciation to the process.

## Slide 2 – Check-in Circle

Check in Circle - Bit of fun - This can be changed to suit the situation.

**CHECK IN**

Name

Scale your energy 1-10

If money was not an issue what would you buy for you? (Change this question as desired).

Social Capital is posh word for connection between people.

The stronger the connection the less likely we are to want to fall out and cause harm or pain.

Connection is core to a positive workplace culture and climate.

Taking time to listen and get to know one another is essential.

How do you do this against the clock?

The more connected you are to your colleagues the more likely you are to be helpful.

**Connection builds empathy.**

**With this in mind we are going to do a quick Check in.**

## Slide 3 – Checking the Charter - Values

Facilitate a feedback a chat and a sharing of views on the **values** embedded in our Charter.

This was distributed more than 2 weeks ago and staff undertook to review and provide feedback.

## Slide 4 – Checking the Charter - Vision

Take feedback on the vision.

Are the values reflected in it?

Can we get behind it?

Are we comfortable with it?

## Slide 5 - Checking the Charter – My Rights in this school

Facilitate some feedback on this slide

What are the consequences of adopting this Charter as a staff?

How can we ensure we uphold it?

## Slide 6 Checking the Charter - Responsibilities

**Might it look something like this?**

* Read the quotes slowly and allow time for comment or quiet reflection.
* Do people agree?
* We are acknowledging today that there will be challenges to living in line with our values.
* It will take courage, effort, understanding and tolerance.
* Are we up for it?
* Together anything is possible.

## Slide 7 – Checking the Charter – Dealing with Conflict

Read through the slide slowly.

Is there anything that requires clarification?

Are we happy to sign up for this?

## Slide 8 - Letting it Go

Letting go of an annoyance is not easy.

Letting go of a hurt is harder still.

It’s is helpful to always ask **what is the intention here** – did s/he mean to offend?

This is often helpful in letting minor things go.

If you decide not to raise the issue, it is your responsibility not to gossip about it or let it simmer/fester. Your body language and attitude will tell the story!

“***DEAL WITH IT OR LET IT GO!”***

This is a hugely Important message.

## Slide 9 - Passing the policy

**What we practice will become our practice.**

How can we support each other?

Is there anything we are missing or that you would like included?

## Slide 10 – The Happiest People

You know all this. There are lots of versions.

Living it is the challenge for us all.

**Staying plugged in is the challenge.**

**Staying aware of how I am being is key.**

## Slide 11 - Celebrate your Achievement

Use this final session to celebrate all that you have achieved through this process and also to mark the good will and hard work of the staff.

This could be tea and goodies or staff night out. The BoM could be asked to contribute.