

Professional Values and Attributes



Professional Standards for Further Education Aspiring Leaders

1. Be reflective on your approach to mentoring others with consideration to ethical leadership.
2. Role model inspirational teaching that has a positive impact on learners.
3. Be solution focused and innovative in the delivery of a high-quality learning environment.
4. Promote a safe, inclusive and socially aware working and learning environment.
5. Build positive and strong working relationships with colleagues, learners and employers.

Professional Knowledge and Understanding



6. Update your knowledge of effective contemporary educational pedagogy.
7. Develop your knowledge of effective financial and management practice.
8. Develop your knowledge of your organisation's governance structure and strategy and consider how you can contribute to it.
9. Become familiar with local and national policies and how they influence decision-making.
10. Understand the responsibilities of those you mentor and how best to support them.

Professional Skills



11. Motivate and support mentees and learners to create a high-quality learning environment.
12. Support the development of curriculum that meets learner and employer needs, being mindful of local and national initiatives.
13. Support the implementation of required methods of quality assurance.
14. Provide expert guidance on the performance and development needs of each individual you mentor.
15. Utilise effective written and verbal interpersonal skills to facilitate professional relationships with all stakeholders.
16. Consistently demonstrate emotional maturity and resilience in undertaking your responsibilities.
17. Manage your time effectively to complete your work to a high standard within given time frames.
18. Present information clearly and professionally to a range of internal and external stakeholders.
19. Manage and role model an effective work life balance.

Professional Standards for Further Education Middle Leaders

1. Be reflective on your management practice with consideration of the impact on others and yourself.
2. Motivate and lead teams fostering strong working relationships.
3. Be an advocate of inspirational teaching which has a positive impact on learners.
4. Be forward thinking and innovative in adapting strategies to facilitate the delivery of a high-quality learning environment.
5. Champion safe, inclusive and socially aware working and learning environments.
6. Build positive and collaborative relationships with internal and external stakeholders.

7. Maintain and update your knowledge of effective contemporary educational pedagogy.
8. Maintain and update your knowledge of effective management practice to develop research-informed practice.
9. Maintain and update your knowledge of organisational governance and strategy, translating it into an educationally sustainable operational plan.
10. Be abreast of local and national policies to enable proactive response to change.
11. Understand the key factors required to run your area effectively with consideration to quality, financial viability and legislative compliance.
12. Understand the responsibilities of those you line manage and how best to support them.

13. Motivate, inspire and support staff to achieve a high-quality learning environment which has a positive impact on learners.
14. Develop curriculum that meets learner and employer needs, being mindful of local and national initiatives.
15. Apply required methods of quality assurance and provide constructive and timely feedback to appropriate stakeholders.
16. Facilitate the performance and development needs of each individual in the teams you manage.
17. Utilise effective written and verbal interpersonal skills to facilitate professional relationships with all stakeholders.
18. Consistently demonstrate emotional maturity and resilience in undertaking the responsibilities of the role.
19. Apply clear and fair judgement in your decision-making process.
20. Critically analyse data with consideration to your area's contribution to organisational performance.
21. Present information clearly and professionally to a range of internal and external stakeholders.
22. Manage and role model an effective work life balance.

Professional Standards for Further Education Senior Leaders

1. Reflect on your leadership style with consideration of the impact on others and yourself.
2. Exhibit values which inspire teams and facilitate a positive working culture within your organisation.
3. Enable inspirational teaching that has a positive impact on learners.
4. Be forward thinking and innovative in developing and agreeing organisational strategies with a focus on being a sustainable organisation that provides a high-quality learning environment.
5. Facilitate safe, inclusive and socially aware working and learning environments.
6. Build positive and collaborative relationships with colleagues, external stakeholders and learners.

7. Maintain and update your knowledge of effective contemporary educational pedagogy, policy and expectations of the sector.
8. Maintain and update your knowledge of effective organisational governance and strategic leadership to develop research-informed practice.
9. Be up to date with, and where possible influence, local and national policies to enable a proactive response to change.
10. Understand the key factors required to run your organisation effectively with regard to quality, financial viability, legislative compliance and ethical considerations.
11. Understand the responsibilities of wider cross-organisational roles as well as those you line manage and how best to support and lead them.
12. Understand the most effective approaches in cultivating an ethical leadership culture within your organisation.

13. Motivate, inspire and support staff to achieve organisational goals.
14. Lead a curriculum offer which meets the needs of all stakeholders, proactively engaging in local and national initiatives.
15. Design required methods of quality assurance ensuring those who implement it provide constructive and timely feedback to appropriate stakeholders.
16. Develop and/or support clear strategies to enhance the performance and development opportunities of all staff within the organisation.
17. Utilise effective written and verbal interpersonal skills to facilitate professional relationships with all stakeholders.
18. Consistently demonstrate emotional maturity and resilience in undertaking the responsibilities of the role.
19. Apply clear and fair judgement in your decision-making process.
20. Critically analyse organisational performance data.
21. Manage and role model an effective work life balance.
22. Facilitate leadership succession planning through effective talent management.

Professional Standards for CEOs/Principals

1. Reflect on your leadership style and that of the senior leadership team with consideration of the impact on the organisation and its staff.
2. Exhibit values and behaviours which inspire and facilitate a positive working culture across the organisation.
3. Lead the creation of a working environment that fosters inspirational teaching and learning that has a positive impact on learners.
4. Develop a clear mission, vision and purpose that informs strategic plans which enable a sustainable organisation that provides a high-quality learning environment.
5. Be proactive in cultivating a safe, inclusive and socially aware organisational culture.
6. Build high-quality, positive and collaborative relationships with colleagues, external stakeholders and learners, ensuring the organisation meets the needs of the people, organisations and communities it works with.

7. Maintain and update your knowledge of effective contemporary educational pedagogy, policy and expectations of the sector.
8. Maintain and update your knowledge of effective organisational governance, strategic and people leadership to develop research-informed practice.
9. Proactively engage with local and national policies to enable an entrepreneurial and positive response to change.
10. Have a detailed understanding of the key factors required to run your organisation effectively with regard to quality, financial viability, legislative compliance and ethical considerations.
11. Understand the responsibilities of roles at all levels across the organisation and be considerate to how the CEO and senior leadership team can best to support and lead them.
12. Understand the most effective approaches in cultivating an ethical leadership culture within your organisation.

13. Motivate, inspire and support all staff to achieve organisational goals and strategy.
14. Consistently demonstrate strategic organisational leadership and governance which meet the needs of all stakeholders, proactively engaging in local and national initiatives.
15. Critically evaluate organisational policies considerate of the contemporary needs of the organisation, its stakeholders and the further education sector.
16. Develop and/or support clear strategies to enhance the performance and development opportunities of all staff within the organisation.
17. Utilise effective written and verbal interpersonal skills to facilitate professional relationships with all stakeholders.
18. Consistently demonstrate emotional maturity and resilience in undertaking the responsibilities of the role.
19. Apply clear and fair judgement in your decision-making process.
20. Critically analyse, reflect and respond to organisational performance data ensuring the effective operation of the organisation.
21. Manage and role model an effective work life balance.
22. Facilitate leadership succession planning through effective talent management.
23. Act as a positive ambassador for the organisation, the FE sector and its stakeholders.