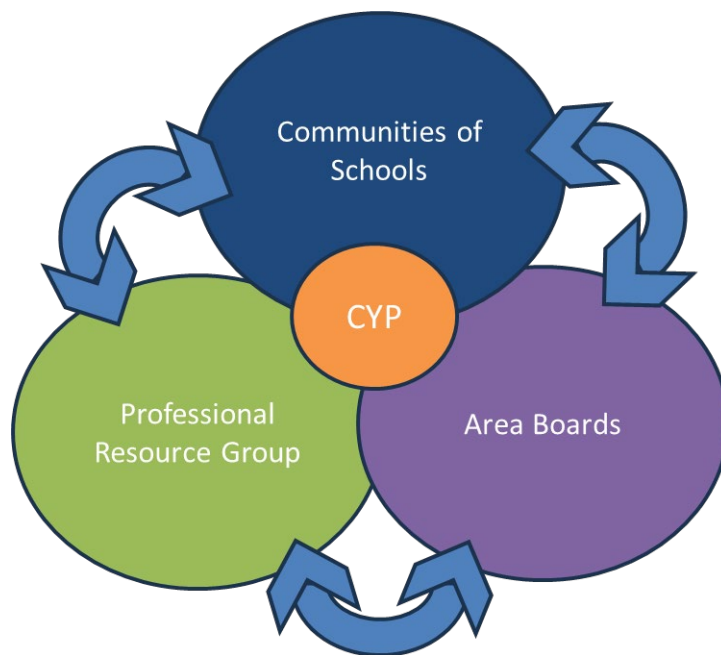


The Kent Locality Model

Communities of Schools

Dispute Resolution Policy



Communities of Schools - Dispute Resolution Policy

Commitment to Dispute Resolution

Communities of Schools (CoS) members are dedicated to resolving disputes promptly and fairly. This policy sets out the conflict management strategies CoS will use to achieve positive collaboration.

Scope

This policy covers disputes:

- Between members
- Involving group or chair decisions

Policy Guidelines

The Local Authority encourages the chair and members to address issues early. Disputes can be resolved through informal discussions or a formal process if necessary. Detailed procedures are outlined in this policy.

Dispute resolution principles

- Respect for differing views
- Commitment to resolution
- Willingness to compromise
- Impartiality and respect
- Prompt action
- Freedom from repercussions

Procedure

1. Raise disputes during the CoS meetings for immediate discussion
2. If more information is needed, it should be provided within agreed timescales
3. If consensus isn't reached, the chair may:
 - Appoint an independent assessor
 - Escalate to the Area Board
 - Seek mediation
 - Dismiss the dispute
4. Decisions can be reviewed if new information arises, or errors are found
5. The chair's decision is final

Mediation

- Mediators are chosen by agreement or appointed by the chair
- Mediation must be confidential and allow all parties to present their case
- If unresolved, disputes may escalate to the Area Board

Roles and Responsibilities

- The chair ensures participants are aware of this policy, and manages disputes respectfully
- CoS participants must adhere to the dispute resolution principles

Review

Dispute Resolution Policy reviewed annually

Addendum: Resolving disagreements effectively

- **Embrace different perspectives** - recognise diverse interpretations and support agreements for varied reasons
- **Experiment and collaborate** - adopt a collaborative mindset, trying new approaches and influencing outcomes
- **See yourself as part of the solution** - focus on actionable steps rather than blame to facilitate quicker resolutions