

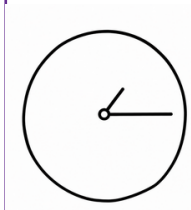
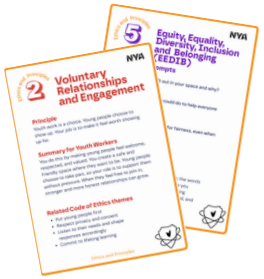
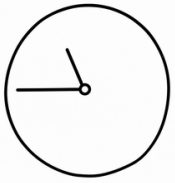
Session 4: Ethical Accountability – Leadership in Reflective Practice

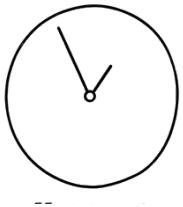
Theme / Brief:
Exploring how leadership shapes ethical culture and accountability in youth work settings. Participants reflect on how their behaviour, supervision, and decisions model and support ethical practice.
Duration: 60 minutes.

Learning Outcomes:

- Recognise how leadership behaviour influences ethical culture and decision-making.
- Identify systems or practices that support or hinder ethical leadership.
- Commit to one action to strengthen ethics in leadership and supervision.

Time	Activity / Theme	Resources	Facilitation Prompts / Debrief
 0–15 mins	**Group reflection and theme setting.** Distribute Code of Ethics statements. Each participant identifies on e area the organisation does well and one area that needs development. Record ideas on a flipchart. List the key elements needed to create a group contract, or bring the one created in Session 1 with the youth work team and ask if they'd like to add anything to it.	Flipchart, Code of Ethics statements 	**Ask:** "How does leadership influence ethical practice?" "What examples of ethical leadership have you seen in action?" **Do:** Participants share and record examples on the flipchart. **Debrief:** Summarise key patterns. Highlight how leadership actions shape the organisation's culture and set expectations. Use discussion to create a group contract.

Time	Activity / Theme	Resources	Facilitation Prompts / Debrief
 **15–45 mins**	**The Leader's Role in Principles and Ethics** **Small group activity using Ethics and Principal Cards.** Each group selects one card (e.g., Professionalism & Integrity or Voluntary Engagement). Discuss how leaders' model ethical standards and create reflective spaces within teams. Groups then share their findings with the whole room. **Ask the group to review the statements from a governance and policy perspective.**	Ethics and principle cards, Code of Ethics, flipchart **VIEW THE CARD DECK HERE** 	**Ask:** "How do we help staff reflect on their actions and decisions?" "How do we show our values as leaders?" "What does ethical leadership look like in practice?" **Do:** Discuss real examples; identify what works well and what could improve. **Debrief:** Encourage participants to connect ideas to supervision, training, and wellbeing — practical ways to embed ethics in daily leadership.
 **45–55 mins**	**Whole Group Debrief – Barriers and Enablers** **Group reflection.** Create two flipchart columns: 'What We Do Well' and 'Needs Strengthening'. Each group adds one point under each heading.	Flipchart, pens 	**Ask:** "What helps us make ethical decisions?" "What gets in the way?" "What small change would strengthen our ethical culture?" **Do:** Record key reflections; agree one improvement to take forward. **Debrief:** Reinforce the connection between leadership and ethical culture. Recognise good practice and areas for growth.

Time	Activity / Theme	Resources	Facilitation Prompts / Debrief
 **55–60 mins**	**Reflection and Close – Leadership Action** Each participant identifies one action they will take to strengthen ethics in their leadership (e.g., "Add an ethics check-in to supervision" or "Review values in induction"). The facilitator summarises and links back to the Code of Ethics.	Flipchart	 **Ask:** "What action will you take to embed ethics in your leadership?" **Do:** Participants share commitments verbally or on sticky notes. **Debrief:** Reinforce that ethical leadership is ongoing – leaders set the tone for how safe, fair, and reflective practice feels across the organisation.

Facilitation Guidance

- Use a group contract and emphasise reflective discussion.
- Share personal leadership dilemmas to encourage honesty.
- Each session should conclude with tangible commitments.
- Start each new session by revisiting actions from the previous one.
- Keep the Code of Ethics and the 5 Principles visible and use them as an anchor for all discussions

