

Rainow Primary School

Caring, Learning, Achieving.

Code of Conduct

Members of staff responsible:

Mark Bertinshaw

Date code approved by the full Governing body:

Summer term 2014

Date to be reviewed:

Summer term 2017

The Code of Conduct sets out the expectations of all school staff, school representatives* and the practice of those who teach in the school. Its purpose is to guide everyday judgements and actions. The Code of Conduct focuses on behaviours and the way in which adults conduct themselves on a day-to-day basis. It sets out expectations of reasonable standards of behaviour but does not limit the right to a private life.

There are eight principles of conduct and practice:

1. Put the wellbeing, development and progress of children first.
2. Take responsibility for maintaining the quality of their teaching practice.
3. Help children to become confident and successful learners.
4. Demonstrate respect for diversity and promote equality.
5. Strive to establish productive partnerships with parents and carers.
6. Work as part of a whole school team.
7. Co-operate with other professional colleagues.
8. Demonstrate honesty and integrity and uphold public trust and confidence in the school.

These principles are exemplified for staff:

Put the wellbeing, development and progress of children first

- Use professional expertise and judgement to do the best for the children in their care.
- Take all reasonable steps to ensure the safety and wellbeing of children under their supervision.
- Follow the school's child protection and safeguarding policies and procedures.
- Establish and maintain appropriate professional boundaries with children.
- Demonstrate self-awareness and take responsibility for accessing help and support in order to ensure their own practice does not have a negative impact on learning or progress or put children at risk of harm.
- Use appropriate channels to raise concerns about the practice of others if this has a negative impact on learning or progress or risks harming children.
- Awareness of health and safety in the workplace and in relation to the curriculum to keep children safe.

Take responsibility for maintaining the quality of their teaching practice

- Meet the professional standards for teaching relevant to their role and the stage they have reached in their career.
- Develop their practice within the framework of the school curriculum.

- Base their practice on knowledge of the subject area/s and specialisms, and make use of research about teaching and learning.
- Make use of assessment techniques, set appropriate and clear learning objectives, plan activities and employ a range of teaching methodologies and technologies to meet individual and group learning needs.
- Reflect on their practice and use feedback from colleagues to help them recognise their own development needs; actively seek out opportunities to develop their knowledge, understanding, skills and practice.

Help Children become confident and successful learners

- Uphold children's rights and help them understand their responsibilities.
- Listen to children, consider their views and preferences, and involve them in decisions that affect them, including those related to their own learning.
- Have high expectations of all children, whatever their background or aptitudes, and find activities that will challenge and support them all.
- Promote children's confidence and self-awareness and celebrate their success.
- Communicate clear expectations about pupil behaviour and ensure pupils feel safe and secure.
- Help children prepare for the future by engaging with the implications of changes in society and technology.

Demonstrate respect for diversity and promote equality

- Act appropriately towards all children and adults paying due regard to the school's Equality Policy.
- Take responsibility for understanding and complying with the school policies relating to equality of opportunity, inclusion, access and bullying.
- Address unlawful discrimination, bullying and stereotyping no matter who is the victim or the perpetrator.
- Help create a fair and inclusive school environment.
- Help children understand different views, perspectives and experiences and develop positive relationships both within school and in the local community.

Strive to establish productive partnerships with parents and carers

- Provide parents and carers with accessible and accurate information about their child.
- Involve parents and carers in important decisions about their child's education.
- Consider parents' and carers' views and perspectives.
- Follow school policies and procedures on communication with and involvement of parents and carers, including those that relate to sensitive areas such as attendance and exclusion.

Work as part of a whole-school team

- Develop productive and supportive relationships with all school colleagues.
- Exercise leadership and management responsibilities in a respectful, inclusive and fair way, and in accordance with contractual obligations and national standards.
- Uphold school policies and procedures, and raise any concerns about the life or running of the school in a responsible and appropriate way.
- Contribute to colleagues' learning and development.
- Participate in whole-school development and improvement activities.
- Recognise the important role of the school in the life of the local community and take responsibility for upholding its reputation and building trust and confidence in it.

Co-operate with other professionals

- Seek to understand the roles of other professional colleagues.
- Communicate and establish productive working relationships with others.
- Ensure they are clear about their own contribution to joint working, seeking clarification where required.
- Understanding that in sharing responsibility for children's wellbeing and development they should always act within their own competence and responsibilities.

Demonstrate honesty and integrity and uphold public trust and confidence in the teaching profession

- Exercise their responsibilities in a fair, transparent and honest way.
- Demonstrate honesty and integrity in management and administrative duties, including the use of school property and finance.
- Understand their duty to safeguard children and acknowledge others' rights to confidentiality in line with statutory requirements and school policies.
- Represent their professional status accurately and avoid taking advantage of their professional position.
- Maintain reasonable standards in their own behaviour and uphold public trust and confidence.

Notwithstanding the details outlined above, staff should be aware that other school policies and statutory requirements will contribute to the code of conduct although they may not be mentioned explicitly above.

** School representatives include individuals who act in a voluntary capacity for and on behalf of the school. (eg governors, parental volunteers, FRS)*