

CAISTOR GRAMMAR SCHOOL STAFF CODE OF CONDUCT

(Teaching and Non-Teaching Staff)

All staff at Caistor Grammar School are expected to abide by the following key principles:

1. Place the wellbeing, development and progress of students at the top of their priorities
2. Take responsibility for maintaining the quality of their work
3. Help students to become confident, empathetic and successful people
4. Demonstrate respect for diversity and promote equality in all aspects of their work
5. Strive to establish productive partnerships with parents/carers and students
6. Work constructively as part of a whole-school team
7. Co-operate with other colleagues to help build a successful School
8. Use appropriate channels to raise concerns about the practice of other staff if this has a negative impact on and risks harming students
9. Uphold school policies and procedures and raise any concerns about the life or running of the school in a responsible and appropriate way.
10. Be mindful of the School's reputation as well as the high professional standards expected of those engaged with the education and care of students, in the School and in the wider community with reference to the Staff IT Acceptable Use Policy (GD).
11. All of us, teaching and non-teaching, aspire to uphold the School motto: 'Ever to Excel' in all that we do

All teachers must follow the Teachers' Standards (see 3.5). We consider that Part 2 of the Teachers' Standards applies equally to all staff members, as indicated below.

PART TWO: PERSONAL AND PROFESSIONAL CONDUCT FOR ALL STAFF

Members of staff are expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout.

All staff uphold public trust and maintain high standards of ethics and behaviour, within and outside school, by:

- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others

- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit pupil vulnerability or might lead them to break the law.
- All staff must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- All staff must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.