



Staff Code of Conduct



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STAFF CODE OF CONDUCT WINCLE C. E. PRIMARY SCHOOL

Our school's vision:

Wincle School creates an enriching and outstanding rural education, nurturing the whole individual: body, mind and soul, inspiring rounded, happy, courageous children who shine in all that they do and say. Our children exhibit a passion for learning, a confident faith, a loving concern for community and an inclusive respect for all.

All staff are valued within our school community. Wincle School aims to nurture all staff, inspiring them to achieve their full potential. They are supported and encouraged to take part in continual professional development and all successes are celebrated as a team. Staff recognise the important role they play in each pupils' education and so act with integrity, respect and compassion.

We encourage our pupils to 'Shine like Stars' (Philippians 2:15) and to do this run with the following acronym:

S	Service	<p>★ No act of kindness, no matter how small, is ever wasted." Aesop</p> <p>★ We would like our pupils to have the confidence to know that they can make a difference: have hope for the future.</p> <p>★ We encourage our pupils to challenge injustice and inequality</p>
T	Theology	<p>★ Our principles are founded on the truth that we are loved by the Father, Saved by the Son and Sanctified by the Holy Spirit.</p> <p>★ We want to ignite passion and curiosity for learning, providing an exciting curriculum to inspire all learners to be the best they can be.</p>
A	Attitude	<p>★ We encourage our pupils to show integrity</p> <p>★ We would like our pupils to have the courage to fight for what is important</p> <p>★ When things are challenging, we would like our pupils to display perseverance and not give up.</p> <p>★ Learn from yesterday, live for today, hope for tomorrow" Albert Einstein</p>
R	Relationships	<p>★ We nurture the whole individual: body, mind and soul</p> <p>★ We encourage the pupils to respect every living creature and show compassion.</p> <p>★ We would like our children to treat other people as they would like to be treated following Jesus' example. We are all unique</p> <p>★ We help all children build trusting relationships</p> <p>★ Clothe yourselves with compassion, kindness, humility, gentleness and patience.' (Colossians 3:12)</p>
S	Shine like stars	<p>★ "I am the Light of the world; he who follows Me will not walk in the darkness, but will have the Light of life." (John 8:12)</p> <p>★ We would like our pupils to shine in their behaviour, attitudes, relationships and learning.</p>

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1. Aims, scope and principles

This policy aims to set and maintain standards of conduct that we expect all staff of Wingle CE Primary School to follow.

By creating this policy, we aim to ensure our school is an environment where everyone is safe, happy and treated with respect.

Many of the principles in this code of conduct are based on the [Teachers' Standards](#).

School staff have an influential position in the school, and will act as role models for pupils by consistently demonstrating high standards of behaviour.

We expect that all teachers will act in accordance with the personal and professional behaviours set out in the Teachers' Standards.

We expect all support staff, governors and volunteers to also act with personal and professional integrity, respecting the safety and wellbeing of others.

Failure to follow the code of conduct may result in disciplinary action being taken as set out in our staff disciplinary procedures.

Please note that this code of conduct is not exhaustive. If situations arise that are not covered by this code, staff will use their professional judgement and act in the best interests of the school and its pupils.

2. Legislation and guidance

We are required to set out a staff code of conduct under regulation 7 of [The School Staffing \(England\) Regulations 2009](#).

In line with the statutory safeguarding guidance [Keeping children safe in education 2024 \(publishing.service.gov.uk\)](#), we should have a staff code of conduct, which should cover acceptable use of technologies, staff/pupil relationships and communications, including the use of social media.

3. General obligations

Staff set an example to pupils. They will:

- Maintain high standards in their attendance and punctuality
- Never use inappropriate or offensive language in school
- Treat pupils and **others** with dignity and respect
- Show tolerance and respect for the rights of others

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- Not undermine fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Express personal beliefs in a way that will not overly influence pupils, and will not exploit pupils' vulnerability or might lead them to break the law
- Understand the statutory frameworks they must act within
- Adhere to the Teachers' Standards (where appropriate)

4. Safeguarding

Staff have a duty to safeguard pupils from harm, and to report any concerns they have. This includes physical, emotional and sexual abuse, or neglect.

Staff will familiarise themselves with our safeguarding policy and procedures and the Prevent initiative, and ensure they are aware of the processes to follow if they have concerns about a child.

Our safeguarding policy and procedures are available from the school office. New staff will also be given copies on arrival.

5. Staff/pupil relationships

Staff will observe proper boundaries with pupils that are appropriate to their professional position. They will act in a fair and transparent way that would not lead anyone to reasonably assume they are not doing so.

If staff members and pupils must spend time on a one-to-one basis, staff will ensure that:

- This takes place in a public place that others can access
- Others can see into the room
- A colleague or manager knows this is taking place

If a staff member is concerned at any point that an interaction between themselves and a pupil may be misinterpreted, this should be reported to the head teacher.

6. Communication and social media

School staff's social media profiles should not be available to pupils. Staff should consider using a first and middle name instead, and set public profiles to private.

Staff should not attempt to contact pupils via social media, or any other means outside school, in order to develop any sort of relationship. They will not make any efforts to find pupils' social media profiles.

Staff will ensure that they do not post any images online that identify children who are pupils at the school without their consent.

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Staff should be aware of the school's Online Safety policy.

7. Acceptable use of technology

Staff will not use technology in school to view material that is illegal, inappropriate or likely to be deemed offensive. This includes, but is not limited to, sending obscene emails, gambling and viewing pornography or other inappropriate content.

We have the right to monitor emails and internet use on the school IT system.

8. Confidentiality

We are a very small school, and in the course of their role, members of staff are often privy to sensitive and confidential information about the school, staff, pupils and their parents.

This information will never be:

- Disclosed to anyone without the relevant authority
- Used to humiliate, embarrass or blackmail others
- Used for a purpose other than what it was collected and intended for

This does not overrule staff's duty to report child protection concerns to the appropriate channel where staff believe a child is at risk of harm.

9. Relationships with staff members

- Staff should be polite and treat each other with respect at all times.
- Language used should be appropriate and professional at all times, including in staff areas and offices.
- Effective consultation between members of staff takes place in an atmosphere of mutual respect for the professional expertise of others. Staff should be able to express their considered professional opinions freely, while taking into account the limitations within the educational framework and the responsibilities borne by colleagues.
- All staff should observe confidentiality in respect of any discussion with colleagues about their professional problems and difficulties.
- Members of staff should not denigrate their colleagues in the presence of third parties, nor should they adversely criticise a colleague in the presence of others unless this is in the context of appropriate procedures.
- Staff must not censure other members of staff or criticise their work in the hearing of pupils or other persons not directly involved in the running of the school.
- If a member of staff experiences any concern or dissatisfaction in relation to a colleague's conduct or standard of work they should discuss the issue informally and in confidence with the colleague concerned. Where this is not possible, or the issue is not resolved informally, the member of staff should take no further action without informing the colleague. Should anyone have reason to believe that a colleague is acting in a way which might be harmful to the school or to individual pupils then there is a clear duty to make a report to the head teacher.

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- All members of staff should be able to make full use of staff facilities, including the staff room. It is reasonable, however, for the head teacher to respect the right of the staff to hold discussions in his or her absence if they so wish.
- Care should be taken with the use of humour that it does not discriminate against or otherwise offend other staff members.

10. Honesty and integrity

Staff should maintain high standards of honesty and integrity in their role. This includes when dealing with pupils, handling money, claiming expenses and using school property and facilities.

Staff will not accept bribes. Staff will ensure that all information given to the school about their qualifications and professional experience is correct.

11. Dress code

Staff will dress in a professional, appropriate manner.

Outfits will not be overly revealing, and we ask that tattoos are covered up.

Clothes will not display any offensive or political slogans.

12. Conduct outside of work

Staff will not act in a way that would bring the school, or the teaching profession into disrepute. This covers relevant criminal offences, such as violence or sexual misconduct, as well as negative comments about the school on social media or when in discussions with parents or governors outside school.

13. Staff members who are also parents of pupils in school

Information collected in a professional role must not be used outside of this role. Staff children should not have an advantage over other pupils in school. Within working hours (including before and after school clubs), staff must remain in their professional role and not interact with their child as a parent unless specifically requested to by another member of staff. Staff must not become involved in situations involving their child unless they are responsible in the situation presented.

14. Monitoring arrangements

This policy will be reviewed annually, but can be revised as needed. It will be ratified by the Strategy Sub Committee on behalf of the Full Governing Body.

15. Links with other policies

This policy links with our policies on:

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- Staff disciplinary procedures, which will be used if staff breach this code of conduct. It also sets out examples of what we will deem as misconduct and gross misconduct
- Staff grievance procedures
- Safeguarding
- Online Safety

Name of staff: _____

Signed: _____

Date: _____