



Beecroft Academy

Code of Conduct of Staff Policy

Purpose

The purpose of this policy is to foster a learning environment where children, staff and parents/carers feel safe and happy and the academic, social and emotional needs of our children are met.

Principles

As a means of promoting such an environment the Code of Conduct is underpinned by the following principles:

- While in school all staff should conduct themselves in a professional manner at all times towards colleagues, pupils and all other users of the school.
- All individuals are to be treated fairly and with respect
- Children and staff have a right to work in a secure environment where they feel free to develop to the fullest, their talents, interests and ambitions without intimidation.
- Parents/carers have a right to expect that their child(ren) will be educated in a secure environment in which expectations of care, courtesy and respect for the rights of others will be encouraged.
- Parents/carers accept their obligation to support the school in its efforts to maintain a positive teaching and learning environment.
- Teachers have a right to expect that they will be able to teach in an atmosphere of order and cooperation.
- The Head Teacher and staff members accept their obligation to fairly, reasonably and consistently implement the Code of Conduct

Staff Rights and Responsibilities

All members of staff have the right to:

- Be free from disruption in the teaching and learning process.
- Be treated fairly and with respect by all members of the school community. This applies to the tone of voice, facial expressions and body language used when communicating to staff.
- The support and assistance of other staff.
- Expect strong support from the school community.

All teachers and support staff have the responsibility to:

- Provide effective teaching and learning practices.
- Provide adequate supervision of students.
- Encourage awareness and understanding of school rules.
- To treat all other staff in a professional way and in line with this code of conduct.
- To have a professional approach to all aspects of their role.
- Request advice and assistance when needed.
- Maintain a professional relationship with children and adults within the school setting.
- Conduct him or herself with discretion if a personal relationship develops with another member of staff.
- To follow the school dress code i.e. smart casual wear – no jeans.

Monitoring and review

This policy is monitored by the governing body, and will be reviewed every two years or earlier if necessary.

Adam Haywood
(Headteacher)
(3.6.14)