

Staff Code of Conduct ~ Core Values

To ensure we all have high expectations

- All staff make the education of pupils their first concern
- We will never allow a culture of 'good enough is good enough' in our expectations of ourselves or the pupils
- All staff are accountable for achieving the highest possible standards in work and conduct
- We will ensure we have a full knowledge of pupil needs and demonstrate empathy in meeting them
- We will have a positive approach to our work
- We will always seek to question and challenge ourselves in planning and delivering high quality learning

To develop effective communication

- We will encourage two way communication in all our interactions with pupils using appropriate systems
- We will take the time to listen to, and engage with, the pupils
- We will ensure that we are professional in our dialogue with parents using identified systems of communication
- We will use the agreed systems within school to share information amongst staff

To ensure everyone is valued and respected

- We will listen to and value the opinions of others, ensuring that everybody has appropriate opportunity to express their views
- We will use appropriate body language and verbal tone to communicate our respect for others
- We will ensure that all staff have the knowledge, preparation and expertise to work confidently with the pupils in their care
- We will communicate our valuing of the pupils and our work by ensuring the highest standards of professional conduct at all times by role modelling the highest standard of conduct
- We will dress in a way which communicates the professional values we uphold
- We will respect each other at all times and this will be reflected in how we address and refer to each other

To ensure that everyone can access relevant learning

- We will ensure that pupils engage in relevant active and experiential learning
- We will ensure staff are trained to enable all pupils to learn at an appropriate level
- We will plan all learning to take account of individual needs
- We will have high expectations of ourselves and our pupils in all they do
- All staff will keep their knowledge and skills up-to-date and are self critical
- We will set our pupils challenging personal and academic targets
- We will track and monitor progress closely to ensure that ongoing assessment informs our planning of the next stage of learning
- We will seek opportunities for self development through self awareness, reflection and review.

To ensure each other's wellbeing in a safe and supportive environment

- We will commit to supporting colleagues irrespective of position held to ensure no one becomes isolated within our team
- All staff will act with honesty and integrity
- We will recognise and celebrate the achievement of staff as well as that of the pupils
- We will ensure we communicate professionally and clearly with pupils colleagues and parents

To maximise everyone's enjoyment and celebrate achievement

- We will capture pupils' imagination and curiosity through a focus on individual learning styles
- We will engage in positive pupil centered learning situations which keep the pupil at the heart of the learning
- We will make our learning environments creative and stimulating places to learn