

Knowsley Central School – Safeguarding Children

Code of Conduct for Staff

Members of staff have a commitment to pupils, colleagues, parents, governors and the community at large.

In fulfilling their obligations members of staff should behave at all times in such a manner as to demonstrate personal courtesy and integrity and to enhance the dignity and standards of their work.

Members of staff should strive constantly to develop skills and expertise in their work.

With regard to pupils/students

Members of staff should:

- remember that the spiritual, moral, intellectual and physical welfare of the pupils are the prime purpose and first concern of education;
- behave with compassion and impartiality;
- be sensitive when talking to and about pupils and avoid hurtful comments of a personal nature;
- do nothing to abuse, exploit or undermine the staff/pupil relationship;
- respect the confidentiality of information relating to pupils unless its disclosure is either required by law or is in the best interests of the particular pupil;
- ensure that reports on pupils are based on factual and objective information.

With regard to colleagues

Members of staff should:

- exercise the duty of care towards their colleagues;
- be aware of the work related needs of others;

- keep in confidence discussions with colleagues concerning problems associated with their work;
- respect the status of colleagues, particularly when making any assessment or observations on their work;
- not denigrate a colleague in the presence of others;
- exercise maximum frankness and good faith in all matters relating to appointments to posts;
- take care to give references that are fair and truthful.

With regard to parents

Members of staff should:

- seek to establish a professional, friendly and co-operative relationship with the parents/carers of pupils;
- not knowingly distort or misrepresent the facts concerning any aspect of the educational development of their children;
- respect the joint responsibility which must exist between the school and the parents for the education of their children;
- respect parental rights to enquiry, consolation and information with regard to the educational development of their children.

With regard to Governors

Members of staff should:

- seek to establish a professional, friendly and co-operative relationship with members of the governing body;
- not knowingly distort or misrepresent facts concerning the school;
- recognise and support the reasonable discharge of the corporate responsibilities and duties of the governing body.

With regard to the Community

Members of staff should:

- promote a good working relationship with the wider community
- be aware of the involvement of the community in the life of the school and understand its social, economic and ethnic needs and problems;

With regard to their commitment to their work

Members of staff should:

- always pay proper regard to the health, safety and well-being of pupils, colleagues and themselves;
- respect and fulfil contractual obligations;
- respect the right of an individual to hold religious or political beliefs and not seek to impose personal opinions in such matters;
- not misrepresent professional qualifications;
- not canvass directly or indirectly in order to secure an appointment;
- ensure that other commitments, for example part-time employment, do not prejudice the capacity to render due service;
- make careful and best use of all resources provided.
- Dress appropriately when acting in a professional capacity and with due regard to the conclusions that others may draw from your attire.

This code needs to be read with reference to the following policies Health and Safety, Child Protection, Positive Handling, Educational Visits, Attendance & Behaviour and Induction Policy for Knowsley Central School.