A1 - Code of ethical practice

All school staff are valued members of the school community. Everyone is expected to set and maintain the highest standards for their own performance, to work as part of a team and to be an excellent role model for our students.

All school staff should:
- place the safety and welfare of students above all other considerations
- treat all members of the School community, including students, parents, colleagues and governors with consideration and respect
- adhere to the principles and procedures contained in the policies in our safeguarding portfolio and in teaching and learning policies
- treat each student as an individual and make adjustments to meet individual need
- demonstrate a clear understanding of and commitment to non-discriminatory practice
- recognise the power imbalances between students and staff, and different levels of seniority of staff and ensure that power and authority are never misused
- understand that school staff are in a position of trust and that sexual relationships with a student, even over the age of 16, may be an offence
- be alert to, and report appropriately, any behaviour that may indicate that a student is at risk of harm
- encourage all students to reach their full potential
- never condone inappropriate behaviour by students or staff (e.g. anything that is illegal /unprofessional/unacceptable in the context of an educational environment)
- take responsibility for their own continuing professional development
- refrain from any action that would bring the School into disrepute
- value themselves and seek appropriate support for any issue that may have an adverse effect on their professional practice
- only use physical restraint when a student is at risk of endangering themselves or another person.
- It is a statutory duty for staff to report to the police where they discover that FGM appears to have been carried out on a girl under 18.
- Staff must not socialise or have personal relationships with students under any circumstances.
- e-communications with students must only be via the MLE or staff school email account so that it can be monitored.
- Staff must ensure that they put privacy setting on their personal social media accounts and keep them updated regularly.
- Staff, either during or out of work hours, must not initiate, follow, or approve to be a ‘friend’ of learners whilst on any internet social/community networking, chat or blog sites. Such sites, for example, may include Facebook, YouTube, Instagram, any chat room, etc. or similar.
- Staff must not give personal gifts or favours of any nature. Any gifts from students must be disclosed to your line manager.
- Staff should not get emotionally or personally involved in a student’s issue but keep the relationship at a professional level at all times, keeping a record of any issue verbatim.
- Staff must ensure they have read and understood the latest Keeping Children Safe in Education published by the DfE.

I have read and understood the above statement.

Staff name _______________________________________

Signature _________________________________________

Date ____ / ____ / ___________