

Appendix "Teachers Standards" September 2012 - Code of Conduct Chacewater School September 2018 - this forms an addendum to the TPAT policy

We are an equal opportunities School and committed to equality and diversity. We take the view that every child really does matter and is entitled to the best care and education that we can provide. We do not discriminate programmes or opportunities on grounds of aptitude or behaviour or family background, or on racial or other grounds.

A teacher member of staff is expected to demonstrate consistently high standards of personal and professional conduct

Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teachers professional position

Having regard for the need to safeguard pupils' well being, in accordance with statutory provisions

To this end, we have expectations of every adult who works in our School:

1. Dress

We require our students to wear uniform as detailed in Chacewater School's prospectus, the same principles of fitness for purpose should be reflected in staff dress. The rules governing student dress often relate to Health & Safety in the Workplace. Staff should also be aware of this with regard to their own choice of clothing and jewellery. Staff should uphold standards of dress in themselves and their students.

2. Smoking/Alcohol

Alcohol may not to be consumed during the working hours. Staff are not permitted to smoke on the School premises or grounds.

3. General Code of Conduct

3:1 Conduct with students

- Staff are not permitted to physically strike a student and should only restrain a student when it is necessary to protect that student or prevent an assault on another person. Similarly the use, by staff, of abusive or derogatory language to a student is unacceptable in all circumstances.
- Staff are expected to work with all students, irrespective of their demeanour or ability. Staff should never attempt to refuse to do so, or do so

by neglect. Treat every opportunity as a fresh start for a student and try always to emphasise the positive, promoting equality throughout all working practice.

- Staff should be careful not to be alone with students. Leave a door open, or ask for someone to sit in if you are at all concerned about an interview.

3.2 Conduct with members of staff

- Staff are not permitted to physically strike another member of staff. The use of aggressive behaviour and/or abusive or derogatory language to another member of staff is unacceptable in all circumstances.
- The Sexual Offences Act 2003, which provides that it is an offence for a person aged 18 or over (e.g. teacher, youth worker) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual. A situation where a person is in a position of trust could arise where the child is in full-time education and

3.3 Social Media - Staff should be mindful as to how they use social media. You should not be in communication with any children currently in your school or have taught under 18 via social media. This is in line with KCSIE 2020