



# Code of Conduct for Staff

## Oswald Road Primary School – 2016/17

### **Introduction**

The following is not a definitive statement of responsibilities but is concerned with the common understanding of broad principles by which school staff and individual governors should operate.

### **Members of staff accept the following principles and procedures:-**

#### **General**

1. We have responsibility for determining, monitoring and keeping under review the broad policies, plans and procedures within which the school operates.
2. We recognise that our headteacher is responsible for the implementation of our agreed policies and procedures, day to day management of the school and that collectively we ensure the implementation of a broad and balanced curriculum and our positive community ethos underpins our daily school life.
3. We accept that all members of staff have equal status, and although appointed to different roles our overriding and collective concern will be the welfare of the children and families, or the school as a whole.
4. We have a duty to act fairly and without prejudice, and in so far as we have responsibility to children and families, to ourselves, our Governing Body and our community, we will fulfil all that is expected of us as professionals.
5. We will encourage open discussion and sharing of practice and shall be seen to be doing so.
6. We will consider carefully, how our decisions may affect other colleagues, professionals and schools.

#### **Commitment**

7. We acknowledge that accepting the office of a staff member involves the commitment of significant amounts of time and energy.
8. We will each involve ourselves actively in the work of the school, attend regularly and accept our fair share of responsibilities.
9. We will place the well-being and success of all individuals within our school at the heart of all we do.
10. We will consider seriously our individual and collective needs for training and development and celebrate our successes.

#### **Relationships**

11. We will strive to work as a team.

12. We will seek to develop welcoming and effective working relationships with all other professionals, other relevant agencies and the community.

### **Confidentiality**

13. We will observe complete confidentiality at all times with regard to any matter within school, especially concerning individual staff or students.
14. We will exercise the greatest prudence if a discussion of a potentially contentious issue affecting the school arises outside the school building.

### **Conduct**

15. We will encourage the open expression of views at meetings, but accept collective responsibility for all decisions made by the school or Governing Body.
16. We will follow the agreed code of professional conduct within the teachers standards.
17. In carrying out our duties we will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school.

### **Safeguarding Responsibilities**

18. I have read and fully accept the importance of the Safeguarding Policy and Code of Conduct within it.
19. I will report directly to the Safeguarding team any concerns raised in relation to FGM, CSE and inappropriate use of social Media.
20. I agree to safeguard myself, the school and fellow colleagues by not posting or commenting about any aspect related to any colleague, school or its business on any social networking site (eg - Facebook, MSN, Twitter) in line with the school's E-Safety, Acceptable Use and Social Media Policy and confidentiality clauses above.

I agree to abide by this Code of Conduct.

Signed .....

Date .....