

# SYDNEY SMITH SCHOOL

## CODE OF CONDUCT FOR TEACHING AND SUPPORT STAFF

### Introduction

This code of conduct draws from the General Teaching Council's *Code of Professional Values and Practice for School Staff*. It details the Governing Body's expectations in relation to the conduct of all staff employed at the school. This code is intended to help ensure that the professional work of school staff helps students to develop themselves fully and reach their highest potential in life. It is intended to help clarify the definition of professionalism.

Teaching and support staff inspire and lead young people, helping them achieve their potential as fulfilled individuals and productive members of society. Their role is vital and far-reaching. Teaching and supporting students are special challenges that offer opportunities to improve the opportunities that young people have in life. The primary purpose of staff within the school is to achieve success for students through a complex network of relationships. Staff need high levels of commitment, energy and enthusiasm. Like other professionals, they need to respond to a social situation that is continually changing.

To ensure the positive development of individual students, staff are required to work within a framework of equal opportunities and other relevant legislation, statutory guidance and school policies. Within this framework, they are expected to challenge stereotypes and oppose prejudice to safeguard equality of opportunity, respecting individuals regardless of gender, marital status, religion, colour, race, ethnicity, class, sexual orientation, disability and age.

### Young people as Students

Staff have insight into the learning needs of young people. They use professional judgement to meet those needs and to choose the best ways of motivating students to achieve success. They use assessment to inform and guide their work.

School staff should have high expectations for all students, helping them progress regardless of their personal circumstances and different needs and backgrounds. They must work to make sure that students develop intellectually and personally, and to safeguard students' general health, safety and well-being. Staff need to demonstrate the characteristics they are trying to inspire in students, including a spirit of intellectual enquiry, tolerance, honesty, fairness, patience, a genuine concern for other people and an appreciation of different backgrounds.

### **Conduct and Appearance**

Staff are expected to conduct themselves in an exemplary manner, showing respect for all of the people they come into contact with, in formal or informal situations. They need to be aware that students will see them as role models and that this is a responsibility that needs to be taken seriously; this includes the need to maintain a smart, professional appearance in keeping with the school's high expectations.

### Colleagues

Staff should support their colleagues in achieving the highest professional standards. They must be fully committed to sharing their own expertise and insights in the

interests of the people they teach and are always open to learning from the effective practice of their colleagues. Staff need to respect the rights of other people to equal opportunities and to dignity at work. They must respect confidentiality where appropriate.

### The Governing Body and other Interested People

Staff should recognise that the well-being and development of students often depend on working in partnership with different professionals, the school governing body, support staff and other interested people within and beyond the school. They need to respect the skills, expertise and contributions of these colleagues and partners and be concerned to build productive working relationships with them in the interests of students.

### Parents and Carers

Staff are expected to respond sensitively to the differences in students' home backgrounds and circumstances and recognise the importance of working in partnership with parents and carers to understand and support their children's learning. They must endeavour to communicate effectively and promote co-operation between the home and the school for the benefit of young people.

### The School in Context

Staff should support the place of the school in the community and appreciate the importance of their own professional status in society. They should recognise that professionalism involves using judgement over appropriate standards of personal behaviour.

### Learning and Development

Staff should understand that maintaining and developing their skills, knowledge and expertise is vital to achieving success. They should take responsibility for their own continuing professional development, through the opportunities available to them, to make sure that students receive the best and most relevant education. Staff need to continually reflect on their own practice, improve their skills and deepen their knowledge. They should want to adapt their practice appropriately to take account of new findings, ideas and technologies.