

**St Ann's R.C.
Primary
School**

**Staff Professional
Behaviour Policy**

Last Reviewed:
Next Review by:

November 2023
November 2024

Our School's Mission Statement

'We, the family of St. Ann's, rejoice in our learning; striving for excellence. We challenge ourselves, follow Jesus and empower each other to be the best we can be. Motivate, learn, inspire.'

OVERVIEW

The conduct of staff is required to meet the highest professional standard that may be expected. Their conduct must set an excellent example to all, and they must at all times behave in a professional manner that promotes the good reputation of the school. The conduct of every member of staff has an important impact on the ethos and learning environment of the school and so very high standards of conduct are expected from all as they carry out their professional duties. The school policies must be known and followed by all members of staff and must underpin their work and conduct at all times.

OBJECTIVES

1. To put the care, safety, well-being and education of pupils first by ensuring that the conduct of all members of staff meets the highest professional standard at all times.
2. To ensure that all members of staff relate to their colleagues, children and parents in a proper and professional manner.
3. To ensure that every member of staff carries out their professional responsibilities to the high standard set by the governing body and demanded by the National Teachers' Standards.
4. To ensure that all staff know and use the school policies to guide their work and conduct at all times.

STRATEGIES

1. All members of the teaching and support staff will use the National Teachers' Standards (2012) as the basis for their conduct when carrying out of their professional duties. The standard must be applied in conjunction with the school's policies for Teaching and Learning, Display, Assessment, Marking, Homework.
2. All staff will follow the Risk Assessment Policy, Safeguarding Policy, Intimate Care Policy and any other relevant policy to ensure that pupils are kept safe.
3. All staff will be required to familiarize themselves with the DfE guidelines for 'Keeping Children Safe in Education' Sept 2023 and follow that guidance at all times.

4. All staff will ensure that the Anti-bullying Policy is applied and enforced.
5. All staff will promote the school's Behaviour Policy and Positive Handling and Intervention Policy at all times.
6. All staff will familiarize themselves with the Critical Incident Policy, The Fire and Emergency Evacuation Policy, Missing Child Policy, First Aid Policy, Medicines Policy and other key policies to ensure that they know how to respond in an emergency and at other times.
7. All members of staff will be required to promote the high standards set out in the Single Equality Policy, Race and Equality Policy, SEN Policy, Disability Policy and Equal Opportunities Policy. Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded aspect in all curriculum areas: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.
8. When using information and communications technology members of staff must follow the Safe Internet Usage Policy, Mobile Phone Policy, Data Protection Policy and the Safe Use of Social Media Policy.
9. All members of staff will follow the policy for Appraisal and performance Management when their work is reviewed and it is expected that they will make full use of all opportunities that are offered to them for continuing professional development.

OUTCOMES

This school will be a place where staff conduct is required to be of the highest professional standard so that it always promotes an excellent ethos for teaching and learning. It will ensure that pupils are well-cared for, kept safe and that their well-being is given the highest priority. Teachers will conduct themselves to the highest professional standards at all times and they will be expected to uphold excellent professional relationships at all levels.