



**POLICY STATEMENT
CODE of CONDUCT**

POLICY

The Governors of Wymondham High Academy expect the highest standards of professionalism from all adults in this school in relation to the management and safeguarding of students. Staff should regularly reflect on their teaching style, relationships with students, their attitude and approach to individual students to ensure that they give no grounds for safeguarding concerns in the minds of colleagues, students or parents.

AIM

To establish an atmosphere of care and concern, where every adult working in the Academy accepts their responsibility in managing students fairly and safely.

To ensure that the safeguarding of students is at the highest priority in the Academy and to allow staff to exercise their professional judgement in their dealings with students.

OBJECTIVES

- To promote respect for each member of the school community and their personal possessions;
- To maintain and promote student self-esteem and self-discipline;
- To act fairly in all interactions with students;
- To foster an understanding that all actions have consequences;
- To offer guidance to all staff in dealing with student personal possessions;
- To offer guidance to all staff in dealing with student misbehaviour (including violence).

IMPLEMENTATION

- All adults working at Wymondham High Academy will model appropriate behaviour between themselves and students;
- Staff will be expected to adhere to the **Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings**;
- Staff will be expected to demonstrate the highest levels of punctuality with the expectation that students model this behaviour;
- Staff and students should adhere to the ICT Acceptable Use Policy at all times and understand the implications of accessing inappropriate material on school equipment;
- The safety of students should be maintained at all times;
- The dignity of students should be maintained at all times;
- All posts at the Academy are exempt from the Rehabilitation of Offenders Act 1974 and you must disclose all police cautions or convictions for a criminal offence. This includes any cautions or convictions you acquire whilst working for the Academy which you must report immediately to the Principal.
- Should any member of staff have concerns about the appropriateness of another member of staff's behaviour with students then the Whistle-blowing Policy should be applied.

MONITORING

This policy and implementation will be monitored by the Principal and the Governors' Personnel Committee.

REVIEW

This policy will be reviewed every three years.

Confirmed by: **The Governing Body of Wymondham High Academy**

Signature of Chair: Dated:
Resources Committee

NB: This policy covers the conduct of all adults working on the school site including those who are employed, contracted or sub contracted.

This policy should be read alongside the Child Protection, Behaviour, Anti-bullying and Whistle-blowing Policies.