

Introduction

Spring Hill High School and Thoughts of Others Limited (TOO) requires that all members of staff; Teachers, Learning Support Assistants(LSA) and all other professionals who work with our children uphold appropriate standards of professional conduct and competencies.

This document sets out the minimum standards expected by our staff and is for use within the school and company's regulatory regime. The document should be read in conjunction with the [Code of Conduct and Practice for Registered Teachers-GTC](#)

Definitions

Professional Conduct:-Conduct which is in line with the standards expected of all staff and professionals who are in a position of trust. Staff are expected at all time to act accordingly so that they are keeping pupils safe and helping them to achieve their best.

Unacceptable professional conduct- Conduct which falls short of the standard expected of a staff who is in a position of trust.

Bringing the profession into disrepute- Conduct which include behaviours which were seriously detrimental to the standing of the profession, but where no criminal offence was committed.

Staff Expectations of Spring Hill High School and Thoughts of Others Company Ltd.

Safeguarding

- Take care of pupils under their supervision with the aim of ensuring their safety and welfare.Listen and support the children.
- Not promising to keep secrets and not asking anyone to do so
- Showing respect to all pupils despite their age, religious and sexual background, sexual orientation and needs.
- Exercise confidentiality at all times,(ie only share private and sensitive information about a child when it is in the best interest to do so. Eg. If there is a safeguarding concern or a disclosure).
- Report any disclosures or allegations against any member of staff or professionals who work with the pupils. This should be done without delay.
- Maintain appropriate professional boundaries, and not display any behaviour that may be misinterpreted by others.
- Adhere to the school's policy on the use of communication technologies including; the use of mobile phones; cameras or webcams; the internet, including social networks etc.
- Prohibit social contact with pupils. This includes physical or sexual contact either inside or outside of school.
- Be constantly aware of their position of trust.
- Always act in accordance with the [TOO Lone Working Policy](#) when working alone with pupils. Minimise the occasions when they can be alone or in secluded area with pupils.
- Refrain from demeaning or undermining pupils. For example :using sarcasm, insensitive or belittling comments.
- Adhere to the the the school and Thoughts of Others procedures for transporting children.

Professional competence

- To maintain a level of professional competence that is consistent with the national [Teaching Standards \(updated 2013\)](#) and the nature of their professional responsibility.
- Offer the highest level of support with their capacity to newly qualified teachers, junior teachers and teachers that are new to the standards, policies and procedures at Spring Hill high School.
- Refrain from undermining the authority of the headteacher and other colleagues.
- Refrain from altering, adding or completing scripts for national examinations
- Refrain from falsifying coursework and moderating marks submitted for a GCSE examination.

Partners in education

- To treat parents, carers, all professionals who work with the school and visitors with utmost respect. Staff should not act towards them in a manner that is discriminatory in relation to gender, marital status, religion, belief, colour, race, ethnicity, class, sexual orientation, disability or age.

Other Conduct

- Provide the best teaching and care for our pupils on all the nine school sites.
- Maintain appropriate standards of honesty and integrity in management and administrative including in the use of school property and finance.
- Theft of school property
- Using school administrative staff and facilities for private interest.
- Using school equipment to view pornographic content.
- All criminal offending should be avoided. However, isolated road traffic offences would not be considered. Criminal Offences which put the professional conduct of the staff into disrepute include: Benefit fraud, indecent assault, inflicting grievous bodily harm, manslaughter, possession of prohibited firearms and ammunition, threatening or disorderly behaviour, unlawful wounding