



Staff Code of Conduct

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2	November 2020	Minor change to add clarity in policy and addition of reference to anti-racist action plans.

This policy has been adopted by the Mulberry Schools Trust and will be applied to all schools that belong to the Mulberry Schools Trust.

Code of Conduct for Teaching and support staff

1. Introduction

This Code takes into account the documents 'Keeping Children Safe in Education' (latest version), the Child Protection and Safeguarding Policies of each school, the Anti-Bullying Policy of each school, the Equality Policy, the Anti-Racist action plan of each school and the E-Safety and Acceptable Use of ICT Policies of the Trust

- The Code of Conduct sets out the minimum standards of behaviour expected of all staff at a Mulberry School and provides guidelines to help maintain and improve standards for all concerned in the well-being of pupils involved in the school.
- The Code of Conduct should be read in conjunction with a number of policies relating to conduct. It sets out standards of conduct which all staff are expected to follow when within, or representing any of the Trust's schools. It takes in the requirements of the law and attempts to define the required levels of professionalism to ensure the well-being of the schools, their staff and pupils.
- The Code of Conduct applies to all staff working at a Mulberry school, whether paid or unpaid, whatever their position, role or responsibilities and 'staff' includes employees, governors, contractors and volunteers.
- It is in the interest of all staff to observe the rules and obligations of this Code. The schools have a duty of care to their staff, parents and pupils and the implementation of the practices in this Code will help to discharge that duty.
- All staff should make the well-being, development and progress of all pupils their priority by taking all reasonable steps to ensure the safety and well-being of pupils under their supervision, using their professional expertise and judgment for the best interests of pupils in their care.
- All staff are expected to raise concerns about the practices of colleagues where they may compromise pupils' safety.
- It is an expectation that all members of staff will be familiar with their school's safeguarding procedures and are aware that they are in a position of trust, that their relationship between them and pupils is not one of a relationship between equals and that this position must never be used to intimidate, bully, humiliate, coerce or threaten.

Reference to this Code will be made in all contracts of employment and a copy will be given to all staff. The induction programme for all new staff will reinforce the principles of this Code. Any investigation of alleged breaches of this Code will be covered under the Trust's disciplinary procedures.

2. Professional behaviour

'Professional behaviour' is a generic term, but within this Code of Practice includes such aspects as:

- Acting in a fair, courteous and mature manner to pupils, colleagues and others
- Co-operating and liaising with colleagues, as appropriate, to ensure that pupils receive a coherent and comprehensive educational service
- Endeavouring to assist a Mulberry school to achieve its strategic objectives

- Respect for school property
- Taking responsibility for the behaviour and conduct of pupils in classrooms and sharing such responsibility elsewhere around the school
- Being fit for work (that is not to be adversely affected by drugs, alcohol etc.)
- Being familiar with job requirements (for example, proper preparations, use of methods/systems, maintenance of appropriate/required records etc.), including keeping up-to-date with developments relevant to the job. This is in full recognition of the Trust's commitment to provide training opportunities for all staff where the need arises
- Being familiar with communication channels and school procedures applicable to both pupils and staff
- Ensuring that all assessments/examinations/tests are conducted in a fair and prescribed manner and that procedures are strictly followed with respect to confidentiality and security
- Maintaining the appropriate level of confidentiality with respect to pupil and staff records and other sensitive matters. Staff should take care not to discuss issues of particularly sensitive matters within the school community which cause distress to colleagues, pupils or parents
- Respect for the rights and opinions of others

Allegations of unprofessional conduct or improper contact or words can arise at any time. All members of staff are reminded that professionalism and vigilance are required so as to ensure the safety of children in our care and to minimise the risk of an allegation of impropriety. It should be noted that forming inappropriate relationships with children or young people who are pupils or students at another school may also be regarded as gross misconduct. Such behaviour tends to bring the school into disrepute and gives rise to concern that the staff involved cannot be trusted to maintain professional boundaries with pupils and students at their home school.

3. All staff should be able to demonstrate respect for diversity and take steps to promote equality by:

- Acting appropriately and in accordance with this Code towards all pupils, parents and colleagues
- Complying with their school's Anti-Bullying, Equality Policy and this Code of Conduct
- Following the school anti-racist action plan
- Addressing issues of discrimination and bullying should it arise
- Helping to create a fair and inclusive school environment.

All staff should work as part of the school community by developing productive and supportive relationships with colleagues, exercising any management responsibilities in an inclusive and fair manner, complying with all school and Trust policies and procedures, recognising the role of the school in the life of the local community and upholding the school's reputation and status within the local and wider community.

4. Staff need to take particular care when dealing with a pupil who:

- a. Appears to be emotionally distressed or generally vulnerable and/or who is seeking expressions of affection from a member of staff
- b. Appears to hold a grudge against a member of staff

- c. Acts in a sexually provocative way or who is inclined to make exaggerated claims about themselves and others, or to fantasise or one whose manner with adults is over-familiar

Procedures to be followed in such instances:

Some of these behaviours may be indications that the pupil has been or is currently being abused and should, therefore, be referred to the Director of Inclusion under the school's safeguarding procedures. Staff should be aware of the general guidance that will apply in all cases. In particular, staff:

- a. Need to exercise professional judgment but always act within the spirit of these guidelines. If staff are involved in a situation where no specific guidance exists, they should discuss the circumstances with a senior colleague. A written record should be kept that includes justifications for any action taken
- b. Must be familiar with procedures for handling allegations against staff
- c. Must be aware of the school's safeguarding procedures and knowledge of 'Keeping Children Safe in Education'. They must seek guidance from a senior colleague if they are in any doubt about appropriate conduct, and
- d. Must report any actions which could be misinterpreted, any misunderstandings, accidents or threats involving themselves and a pupil or a group of pupils to a senior member of staff.
- e. All staff have a responsibility for safeguarding.

5. It is important that rules of conduct are clear to all pupils

- At the start of each academic year, all pupils are reminded of their school's rules by their tutors; these rules are printed in the front of the pupil planners. All members of staff have a responsibility to ensure that these rules are kept.
- Staff should ensure that pupils are dressed according to the requirements of the uniform policy
- Each member of staff is responsible for the management and control of their group of pupils. This applies to all areas of the school they are working in, including corridors, recreation spaces – not just classrooms
- All members of staff have a collective responsibility for the well-being of pupils at a Mulberry school.

6. Contact with Pupils (*in school*)

Members of staff teaching one pupil or conducting a one-to-one meeting or teaching session with a pupil should take particular care in the following ways:

- Use a room that has sufficient windows onto a corridor so that occupants can be seen or keep the door open, or inform a colleague that the lesson/meeting is taking place.
- Where possible, arrange the meeting during normal school hours when there are plenty of other people about
- Do not continue the meeting for any longer than is necessary to achieve its purposes
- Avoid sitting or standing in close proximity to the pupil, except as necessary to check work

- Avoid using 'engaged' or equivalent signs on doors or windows
- Avoid any conduct that could be taken as a sexual advance
Report any incident that causes them concern and make a written record (signed and dated)

7. *Contact outside School*

Pre-arranged meetings with pupils outside school is not permitted unless approval is first obtained from parents and authority given for this by a senior member of staff.

- As a general rule, members of staff should not give pupils their home address, home telephone number, mobile or personal email address or have them as friends or contacts on their social networking accounts
- They should not make arrangements to meet pupils, individually or in groups, outside school other than on school trips authorised by the Head Teacher / Principal
- Where possible, they should avoid contacting pupils at home.
- They should not give a pupil a lift in their own vehicle other than on school business and with the permission of the Head Teacher / Principal
- They should not invite pupils to their home

8. Friendships with parents and pupils

Members of staff who are friends with parents who have children in a Trust school will have contact with those pupils outside the school. However, they should still respect the same advice wherever possible.

9. Home Visits

In some circumstances, home visits are necessary. If this is the case, staff should:

- Discuss the purpose of the visit with senior colleagues
- Follow the risk assessment strategy and ensure that risk assessments are in place. In all cases, where possible, staff must be accompanied on such visits by another colleague and ensure the Head of Year is informed
- Have a mobile phone and emergency contact
- Not make a home visit unannounced if it can be avoided.

10. Record-keeping

Comprehensive records are essential. Any incident involving children that could give cause for concern, whether contemplated in these guidelines or not, should be recorded with justifications for any action taken. In addition, any incident should be reported promptly to a senior colleague.

11. Good Order and Discipline

Teaching staff and other staff in charge or control of pupils should strive to maintain good order and discipline at all time when pupils are present on school premises and whenever pupils are engaged in authorised school activities, whether on school premises or elsewhere.

12. School Property

Staff are required to take proper care when using school property and must not use school property for any unauthorised use or for private gain.

13. Use of Premises

Staff must not carry out on school premises any work or activity other than that pursuant to the terms and conditions of their employment at a Mulberry school without the prior consent of the Head Teacher / Principal.

14. Language

Staff should ensure that they use appropriate language at all times. They should:

- Avoid words or expressions that have unnecessary sexual content or innuendo; avoid displays of affection either personally or in writing (for example, in birthday cards, text messages, emails, etc.)
- Avoid using threatening words
- Avoid the use of words or actions that could be deemed over-familiar
- Avoid swearing or using any sort of offensive language in the presence of children
- Avoid using sarcasm or derogatory words when disciplining pupils and unprofessional personal comments about colleagues. Sanctions imposed on pupils must be in accordance with a school's behaviour management policy
- Be aware that aspects of a school's curriculum may give rise to sexually explicit subject matters. Care should be taken in subjects where boundaries are relaxed (for example, Drama). Staff should have clear lesson plans and take care to avoid over-stepping personal and professional boundaries.

15. Dress

Staff are expected to dress appropriately. The School expects an appropriate standard of professional behaviour from all staff at all times, including standard of dress and personal appearance. The dress code applies on all occasions that pupils are present, including visits, unless the nature of the activity dictates otherwise. As a general rule, the wearing of jeans and trainers is considered inappropriate.

16. Gifts and rewards

Where a member of staff receives a gift from a pupil or from a parent, they should:

- Declare the gift where there is a possibility it could be misconstrued. The Head Teacher Principal may, in her / his absolute discretion, require the member of staff to decline the gift
- Decline the gift if it could be seen as a bribe or could create an expectation of preferential treatment.

Where staff are thinking of giving a gift or reward:

- It should be provided as part of an agreed reward system

- The selection processes should be fair and
- Gifts should be given openly and not be based on favouritism

Decisions regarding entitlement to benefits or privileges such as admission to school trips, activities or classroom tasks should avoid perceptions of bias and or favouritism. The selection process must be based on transparent criteria.

17. Physical Contact with pupils

- **Physical restraint**

All forms of corporal punishment are unlawful and the use of unwarranted physical force could constitute a criminal offence. Staff must avoid any form of aggressive contact such as holding, pushing, pulling or hitting, which could amount to a common assault. The use of physical intervention should be avoided if possible but the law does allow teachers and others to use such force or physical contact as is reasonable and proportionate in the circumstances to prevent a pupil from doing or continuing to do any of the following:

- a. committing a criminal offence
- b. injuring themselves or others
- c. causing damage to property, including their own
- d. engaging in any behaviour prejudicial to good order and discipline, whether that behaviour occurs in the classroom or elsewhere.

- **Before intervening**

Before a physical intervention is undertaken, wherever practicable, the pupil should be told to stop and informed what will happen if they do not. The member of staff should continue attempting to communicate with the pupil throughout the incident making it clear that physical contact or restraint will stop as soon as it ceases to be necessary.

- **Inform a senior member of staff**

The member of staff should inform a senior member of staff immediately following any incident where force has been used. A written report must be produced as soon as possible afterwards. This should include written and signed accounts from those involved, including the pupil and any witnesses. The parents/carers should be informed.

18. Action taken in self-defence or in an emergency

The law allows anyone to defend themselves against an attack provided they do not use more force than is necessary. Similarly, where a pupil is at risk of immediate injury or on the point of inflicting injury on someone else, any member of staff would be entitled to intervene.

19. Physical contact in other circumstances

- **When physical contact may be appropriate**

Physical contact between a member of staff and a pupil may be necessary and beneficial in order to demonstrate a required action, or a correct technique in, for example, singing and other music lessons or during PE or dance

- **Offering comfort to distressed pupils**

Touching may rarely be appropriate where a pupil is in distress and needs comforting. Staff should use their own professional judgement when they feel a pupil needs this kind of support and should be aware of any special circumstances relating to the pupil.

- **Administering first aid**

Where staff are administering first aid they should explain to the pupil what is happening. The treatment administered must meet the school's Safety and Intimate Care policies and parents should be informed.

Staff should:

- a. adhere to a school's policy on administering first aid/medication
- b. comply with the required reporting procedures
- c. explain what is happening
- d. report and record the administration of first aid

- **Children with special educational needs or disabilities**

Some children may need more physical contact to assist their everyday learning, which should be agreed and understood by all concerned and open to scrutiny.

- **Using 'reasonable force'**

There is no legal definition of 'reasonable force'. It will always depend on the circumstances but what is crucial is that the use of force is proportionate to the behaviour of the pupil involved and the seriousness of the harm prevented.

20. Exclusivity of Service

Staff's off-duty hours are their personal concern, but they should avoid a position where school duty and private interests conflict. The Trust does not seek to preclude staff unreasonably from undertaking additional employment but employees are required to devote their attention and abilities to their duties during working hours and to act in the best interests of their school at all times.²¹.. **Social networking websites**

- Staff must not access a school's social networking account for personal use (non-job related).
- Access to some publications, blogs and social networking sites is permitted during work time for the purposes of undertaking job-related duties only.
- Staff must act in the best interest of their school and not disclose personal data or information about any colleague or pupil. Access may be withdrawn and disciplinary

action taken if there is a breach of confidentiality or defamatory remarks made about school colleagues or pupils.

The Trust respects its staff's private lives. However, it also has a duty to ensure that confidentiality and its reputation are protected. Staff using social networking websites in their private life:

- Must refrain from identifying themselves as working for the Trust or its schools in a way which has, or may have, the effect of bringing the School into disrepute
- Must not identify other colleagues or pupils without their consent
- Must not make defamatory remarks about the Trust or its schools, colleagues, pupils or conduct themselves in a way which is detrimental to the Trust
- Must not allow pupils to access their personal social networking accounts and where they are contacted by a pupil, they should bring this to the attention of the Head Teacher / Principal

22. Administrative Duties

- Teaching staff are expected to maintain and properly complete a register for all classes.
- In order to ensure safeguards both for staff and pupils, staff must obtain permission from the Head Teacher / Principal:
 - Before taking pupils off the school premises
 - Before arranging for any visitor to a school
 - Before incurring any expenditure on behalf of Trust or its schools.

23. Transporting Pupils

There may be certain situations when staff are required to transport pupils. Staff should:

- Ensure that they are fit to drive and free from any substances that may impair their judgement or ability to drive
- Be aware that until a pupil is passed over to a parent/carer they have the responsibility for that pupil's health and safety
- Ensure that there are proper arrangements in place for vehicle, passenger and driver safety, including appropriate insurance, seat belts, adherence to maximum capacity guidelines, etc.
- Wherever practicable, avoid using private vehicles and try to have one adult additional to the driver to act as an escort.

24. After - School Activities

When taking part in educational visits, staff should:

- Follow the Trust' or it school's policy on trips and visits

- Be accompanied by another adult unless otherwise agreed with a senior colleague
- Undertake a risk assessment
- Obtain parental consent

25. Photographs and Videos

Staff should only take photographs of pupils where there is a clear educational reason for their doing so. They should seek permission before displaying these photographs, and where appropriate, consent must be obtained from parents/carers. If permission has been obtained, the following should be considered:

- The purpose of the activity should be clear as what should happen to the photographs. Staff must be able to justify images in their possession
- Ensure that the pupil is appropriately attired
- Staff should not store photographs of pupils on their personal computers or phones.

26. Inappropriate material

- Staff must ensure that pupils are not exposed to inappropriate images
- Inappropriate material should not be brought to work and staff should not use school property to access such material
- Staff should not allow unauthorised access to school equipment and should keep their computer password safe
- If staff discover material that is potentially illegal, they must isolate the equipment and contact a senior colleague immediately
- Pupils should not be exposed to unsuitable material on the internet and staff should ensure that any film or material shown is age appropriate.

27. Confidentiality

- Staff shall maintain the appropriate level of confidentiality with respect to pupil and staff records and other sensitive matters. Staff should take care not to discuss issues of a particularly sensitive matter within the school community which could cause distress to the school staff, pupils or parents. Staff should not use confidential information about others to their own or others' advantage. Information must not be used to embarrass, intimidate or humiliate others.
- Lists of pupils'/parents' names and addresses must never be used for any purpose without the consent of the Head Teacher / Principal.
- As a general rule, information about pupils, parents or colleagues should never be disclosed to telephone enquirers. Staff should ask the enquirer to put the request in writing so that it can be dealt with appropriately. Media or legal enquiries should be passed to the Head Teacher / Principal / CEO or Communications Director.
- Confidential information should never be disclosed casually and should be disclosed on a need-to-know basis. Where it is not necessary to disclose a child's identity, the information should be disclosed anonymously. If members of staff are not sure whether they should disclose information, they should seek advice from a senior member of staff

- Members of staff may have a duty to disclose information, for example where abuse is alleged or suspected. In such cases, there is a duty pass on the information immediately, but only to the designated Child Protection Officer. Staff should never give an undertaking of confidentiality to pupil where child protection issues are involved (See Child Protection and Safeguarding Policy).

28. Whistleblowing

Staff should report any activities or behaviour of colleagues that gives them cause for concern. What constitutes 'cause for concern' is detailed in the school's whistleblowing policy. All staff should be familiar with the school's whistle blowing procedures.

29. Duty of Disclosure

A member of staff accused of a criminal offence is expected to inform their school at the earliest opportunity. Failure to do so maybe a disciplinary offence. Consideration will be given to disciplinary procedures in relation to the nature of accusation, taking all the circumstances into account.

30. Specific Aspects

- a. **Discrimination:** staff must all times observe the School's Equality Policy and the anti-racist action plan for staff and pupils and treat pupils, parents and other stakeholders in accordance with this policy
- b. **Health and Safety:** staff must take care of their personal hygiene, safety and welfare and that of other persons who may be affected by their acts or omissions. All staff must comply with the requirements of the Trust's Health and Safety policy and relevant legislation and regulations and also ensure that pupils do likewise
- c. **Fire:** staff must familiarise themselves with the fire precautions, procedures and drill routines. They must regard practice drills or building evacuations in a positive manner and ensure that they are perceived by pupils as an essential precaution to prevent risk of injury or fatality.
- d. **Media:** The CEO is the only person authorised to speak or send any communication on behalf of the Trust or its schools to members of the press or broadcast media.
- e. **Copyright:** Staff are expected to observe copyright laws on computer software, audio-visual and printed material.
- f. **Data Protection Act:** it is the responsibility of all employees to ensure the School's compliance with the DPA. Personal data must only be used to assist them to carry out their work; it must not be given to others who have no right to see it. All staff should maintain the security of all computerised databases of information on individuals, whether they are staff, pupils or members of the general public.
- g. **Probity of documents:** where a member of staff falsifies records or other documents, including those held electronically, this will be regarded as a serious disciplinary matter and potentially a criminal offence. If a member of staff has claimed any benefit, including housing benefit, either

directly or indirectly and failed to disclose their full earnings, this will be treated as gross misconduct and they could be dismissed and referred to the police.

31. General points

- a. Staff should display the highest possible standards of professional behaviour that is required in an educational institution (See Appendix 1).
- b. Teaching staff are expected to adhere to the Teachers' Standards (See appendix 2).
- c. Staff should not use their position in the school for private advantage or gain
- d. Staff should not use their position in the school for private advantage or gain.
- e. Staff are expected to attend their place of work punctually and in accordance with their conditions of service as at the times agreed. Those unable to avoid being late or absent should, whenever possible, give as much notice to their home school so that alternative arrangements may be made.

32. The Law

- In addition to being gross misconduct, it is a criminal offence under the Sexual Offences Act 2003 for a person aged 18 or over who is in a position of trust in relation to another person under 18 to engage in sexual activity with that person. Sexual activity is defined broadly and does not have to include physical contact. For the purposes of the Act, members of staff are in a position of trust in relations to pupils at the school. It should be noted (as stated elsewhere in this document) that forming inappropriate relationships with children or young people who are pupils or students at another school may also be regarded as gross misconduct.
- The Sexual Offences Act (op cit.) also introduced the offence of "meeting a child following sexual grooming". This applies where an adult arranges to meet a child under 16 in any part of the world, if they have met or communicated with that child on at least two earlier occasions and intends to commit a sexual offence against that child. The law is clearly intended to apply where adults contact children through the internet. However, the prior meetings or communications need not have an explicitly sexual content.
- The Education (Prohibition from Teaching or Working with Children) Regulations Act 2003 requires that where an employee of a school is dismissed for being unsuitable to work with children or relating to the person's suitability where a relevant issue is raised (or resigns in order to avoid such dismissal), they must be reported to the Safeguarding Authority and maybe barred or restricted from teaching or working with children.
- Every complaint by a pupil must be taken seriously and investigated.

Appendix 1

33. Disciplinary Rules

The following are examples of behaviour which the School finds unacceptable. The list is not exhaustive and it is acknowledged that it will be necessary to exercise judgment in all cases and

to be fair and reasonable in all circumstances. Please see the School's Anti- Bullying and Equality policies.

1. Any form of physical/verbal violence towards pupils.
2. Physical violence, actual or threatened towards other staff or visitors to the Trust's schools.
3. Sexual offences, sexual insults or sexual discrimination against pupils, other staff or visitors to the Trust's schools.
4. Racial offences, racial insults or racial discrimination against pupils, other staff or visitors to the Trust's schools.
5. Homophobic offences, homophobic insults or homophobic discrimination against pupils, other staff or visitors to the Trust's schools.
6. Theft of Trust / school monies or property and of monies or property of colleagues or visitors to the school. Removal from the school premises of property which is not normally taken away without the express authority of the Head Teacher / Principal or the owner of the property maybe regarded as gross misconduct
7. Deliberate falsification of documents such as time sheets, expense claims, etc for the purpose of gain.
8. Acceptance of bribes or other corrupt financial practices.
9. Wilful damage of school property or property belonging to other staff or visitors to the School.
10. Wilful disregard of safety rules or policies affecting the safety of pupils, other staff or visitors to the School.
11. Refusal to comply with reasonable instructions given by a member of staff with supervisory responsibilities.
12. Any wilful act which results in actionable negligence for compensation against the Trust or its schools.
13. Gross neglect of duties and responsibilities.
14. Unauthorised absence from work.
15. Being untruthful and/or engaging in deception on matters of importance within the School community.
16. Deliberate breaches of confidentiality, particularly on sensitive matters.
17. Being incapable, by reason of alcohol or drugs (not prescribed for health reasons) from fulfilling duties and responsibilities of employment.

34. The following are examples of behaviour which could lead to formal disciplinary warnings:

1. Unsatisfactory timekeeping
2. Neglect of safety rules and procedures. Some offences of wilful neglect maybe regarded as gross misconduct
3. Breaches of confidentiality. Deliberate breaches on sensitive matters maybe regarded as gross misconduct
4. Failure to comply with reasonable work related requirements or lack of care in fulfilling the duties of the post.
5. Behaviour towards other employees, pupils and visitors which gives justifiable offence. Certain behaviour giving rise to offence maybe regarded as gross misconduct

6. Acting in a manner which could reasonably be regarded as rude, impolite, contemptuous or lacking appropriate professional demeanour. In certain circumstances such behaviour may be regarded as gross misconduct
7. Conduct which it is considered adversely affects either the reputation of the school or affects confidence in the member of staff. Certain conduct may be regarded as gross misconduct.

All staff are committed to working together to support the young people at schools in the Mulberry Schools Trust. It is, therefore, in the interest of all staff, as well as of the pupils, that this Code is followed so as to maintain high standards of behaviour and their professional reputation and we expect that all staff will act in accordance with its guidance.

A breach of the disciplinary rules above maybe treated as misconduct and will render the member of staff liable to disciplinary action, including in serious cases, dismissal.

Appendix 2

35. Extracts from the Teachers' Standards

- **Preamble**

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

- **Part two: personal and professional conduct**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school by:

- Treating pupils with dignity, building relationships rooted in mutual respect, and all times observing proper boundaries appropriate to a teacher's professional position
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Showing tolerance and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks, which set out their professional duties and responsibilities.