



# The Castle Partnership Trust

ACHIEVE | BELONG | PARTICIPATE

## **Code of Ethical Practice for Staff - (issued as part of standard job application pack and signed by successful applicant at time of appointment)**

All Trust staff are valued members of their respective school communities. Everyone is expected to set and maintain the highest standards for their own performance, to work as part of a team and to be an excellent role model for our students.

All Trust staff should:

- Place the safety and welfare of students above all other considerations
  - adhere to the principles and procedures contained in the policies in our safeguarding portfolio, e-safety policy, restraint guidance and in teaching and learning policies (further information available in the Staff Handbook)
  - avoid any physical contact with students unless failure to do so would result in:
    - the student being harmed
    - other students being harmed
    - you being harmed
  - avoid giving lifts to students on own unless failure to do would result in further health and safety risk
  - recognise the power imbalances between students and staff, and different levels of seniority of staff and ensure that power and authority are never misused
  - understand that Trust staff are in a position of trust and that sexual relationships with a student, even over the age of 16, may be an offence and could lead to prosecution
  - be alert to, and report appropriately, any behaviour that may indicate that a student is at risk of harm
  - never condone inappropriate behaviour by students or staff
  - use Trust mobile numbers and Trust e-mail address as appropriate and avoid giving personal contact details
  
- Treat all members of their respective school communities, including students, parents, colleagues and governors with consideration and respect
  - treat each student as an individual and make adjustments to meet individual need
  - demonstrate a clear understanding of and commitment to non-discriminatory practice
  
- Seek to be a positive role-model and act in a professional way
  - encourage all students to reach their full potential
  - take responsibility for their own continuing professional development
  - refrain from any action that would bring the Trust into disrepute
  - value themselves and seek appropriate support for any issue that may have an adverse effect on their professional practice.