

## CODE OF CONDUCT FOR ALL ADULTS AT WELTON SCHOOL

*For the purposes of the code "all adults" includes all staff, parent/ voluntary helpers and visitors.*

*This statement is a summary of the conduct expected from all adults. Further details of the expected conduct can be found in Welton Primary School's Child Protection and Safeguarding Policy 2015 and explicitly in the ERSCB School Staff and Volunteer Code of Conduct (Safe Schools, Safe Children, Safe Staff).*

**All staff should consistently demonstrate attitudes and behaviours which ensure the following values and expectations are rigorously upheld**

### **British Values**

- Britain stands for democracy
- Values the rule of law
- Respects individual liberty
- Promotes respect and tolerance of those with different faiths and beliefs.

### **Behaviour Policy**

- Respect and responsibility for self
- Respect and tolerance for others
- Respect for the environment
- Respect for rules

### **Welton Expectations**

- Move around quietly, calmly and safely
- Allow each other to work hard, focus and learn
- Always try to achieve our personal best
- Listen, take turns and speak at the right time
- Look after all equipment and the school environment
- Treat everyone with kindness, good manners and respect

### **Child Protection and Safeguarding**

- An ethos where pupils feel secure and are encouraged to talk, and are listened to.
- Ensure that pupils know that there are adults in the school whom they can approach if they are worried or are in difficulty.
- Include in the curriculum activities and opportunities for which equip children with the skills they need to stay safe from abuse and develop resilience.
- Ensure every effort is made to establish effective working relationships with parents and colleagues from other agencies.
- Ensure that referrals are made to the DSL when there are indicators or concerns of possible Neglect, Sexual, Physical or Emotional harm and indicators of possible Child Sexual Exploitation, Female Genital Mutilation, Radicalisation, School attendance concerns and Forced Marriage.

### **Dress Code**

- Employees are expected to dress professionally and appropriately, in keeping with the role they undertake.

### **Other**

- Adults will always try to diffuse difficult situations.
- Adults will request help if the situation is becoming volatile
- Adults will avoid all physical contact with children in order to move or control them unless in receipt of training and in situations identified in the Restraint Policy.
- Adults will "walk away" to avoid making a volatile situation erupt.
- Adults will always remain a respectful distance away from a child when talking to them.
- Adults will put the well-being and the happiness of all the children first at all times.
- Adults will interact with children and each other in a positive and constructive manner.
- Adults will not deal with or get involved with incidents involving their own children.
- Adults carrying out specific duties will not become distracted by engaging in conversation with colleagues unless of a professional and essential nature.
- Adults will act upon all requests and suggestions to improve the school community.
- Adults will take responsibility for requesting training to enable them to deal with situations they feel unsure of.