

Staff Behaviour Policy



This policy was created to run alongside the Hampshire Schools Staff Code of Conduct but to be more specific and relevant to Parsonage Farm. Class teachers, LSAs and Senior Leaders created and ratified the content of this policy in **September 2019**.

At Parsonage Farm Nursery and Infant School the staff agree to the following principles. If these are not followed, this will result in a discussion with the Headteacher. If further action is needed, procedures outlined in the LA Code of Conduct will be followed.

- 1) To understand their roles and responsibilities and promise to follow policies, procedures and the code of conduct by:
 - modelling the policies and procedures in their everyday practice.
 - upholding all safeguarding policies including KCSIE, Child Protection and Safeguarding
 - being considerate through their actions and language.
 - taking time to listen to other people, children and adults.
 - only using mobile phones during break and lunchtimes or after school, and not when there are children present.
 - understanding that personal conversations should only take place outside of the classroom, not during class time.
- 2) To respect themselves, others and our school by:
 - acknowledging other people's opinions.
 - understanding when others need support or time out.
 - taking appropriate care and responsibility of school property and resources.
 - taking responsibility for their own actions.
 - being honest and owning up to any mistakes.
 - being punctual and understanding the importance of time-keeping.
 - understanding that it is not always appropriate to talk with colleagues when an adult is trying to teach the class or a group, and if it is necessary, to use a quiet voice.
- 3) To always try to make the right choices by:
 - asking for help and support.
 - acting upon support and advice given.
 - recognising when they are not coping and letting somebody know how they feel.

- thinking before speaking and acting.
- conducting themselves in a professional manner at all times.
- trying to be patient and tolerant at all times.

4) To always put our pupils first by:

- prioritising the children's welfare, needs and well-being.
- always being a good role model in the classroom.
- knowing what the expectations are.
- following plans and instructions given.
- understanding the importance of keeping children safe at all times.
- supervising the children at playtimes and lunchtimes by monitoring all areas.
- knowing children's individual needs and ensuring that the teaching and learning environment supports these.

5) To try their best at all times by:

- reflecting on daily practice and be open to change.
- adopting a growth mind set and encouraging others to do the same.

6) To acknowledge the feelings of others by.

- working collaboratively and understanding the need for compromise.
- accepting that sometimes they are wrong.
- taking responsibility for their own professional development and keeping up to date with current thinking, policies and legislations.
- doing their best to build positive relationships with all colleagues.

Our Promise

To always listen to and offer support to each other and the children.

Issued: September 2019

Updated: September 2022

