



Staff Personal and Professional Code of Conduct

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Xaverian College is a learning community that provides a safe and secure environment in which all students can achieve their potential free from all forms of harassment, abuse or discrimination. This document is intended to give staff clear expectations of behaviour. Aspects of this document have been adapted from the DfE Teachers Standards – Personal and Professional Conduct 2011 (Part 2).

All staff are expected to uphold public trust in those working within the education sector and maintain high standards of ethics and behaviour, within and outside the College, by:

- Respecting and supporting the mission, ethos and values of Xaverian College
- Treating students, colleagues and stakeholders with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to the position of a person working with and amongst young people. Specifically, staff are reminded of their responsibilities under legislation, placing upon them a duty of care in relation to the welfare of students
- Having regard for the need to safeguard students' well-being, in accordance with statutory provisions and the adherence to College policies and procedures
- Ensuring any personal actions show due regard for the Health & Safety of both themselves and other members of the College community and are in line with published Health, Safety and Welfare Policy and Procedures
- Showing tolerance of 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 from different backgrounds
- Ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law
- Have proper and professional regard for the ethos, policies and practices of the College and maintain high standards in their own attendance and punctuality
- Maintaining high standards of personal appearance and dress appropriate for the professional environment within which they work

Staff with specific responsibility in the delivery or direct support of teaching, must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Failure to comply with the expectations of this code of conduct may lead to disciplinary action.