



## **Carlisle Infant and Hampton Hill Junior School Federation Code of Conduct 2024**

### **Introduction**

This code of conduct sets out the standards of behaviour and conduct expected of all staff, governors, volunteers, and pupils at Carlisle Infant School and the Hampton Hill Junior School Federation. By upholding these standards, we aim to create a safe, supportive, and inclusive environment where everyone can flourish with confidence, a sense of belonging, and a love of learning and life.

### **Our Core Values and Principles**

At Carlisle Infant and Hampton Hill School Federation, we are guided by our core values of ambition, belonging, confidence, courage, curiosity, happiness, and togetherness. These values underpin everything we do and shape the way we interact with one another.

We are committed to:

- Safeguarding the wellbeing and safety of all pupils
- Promoting equality, diversity, and inclusion
- Fostering a culture of openness, trust, and transparency
- Upholding the highest standards of professional and personal conduct
- Continuously learning, improving, and striving for excellence

### **Expected Behaviours and Conduct**

As members of the Carlisle Infant School and Hampton Hill School Federation community, we expect everyone to:

- Treat others with dignity, respect, and kindness
- Communicate in a professional, courteous, and constructive manner
- Maintain high standards of attendance and punctuality
- Dress appropriately and set a positive example for pupils
- Use school resources and facilities responsibly and efficiently
- Avoid the use of inappropriate or offensive language
- Uphold fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect
- Refrain from expressing personal beliefs in a way that could exploit pupils' vulnerabilities or lead them to break the law

### **Communication Guidelines**

Clear and effective communication is essential for the smooth running of our federation. We expect all members of the community to:

- Respond to messages and queries in a timely manner
- Maintain appropriate boundaries in staff-pupil and staff-parent/carer relationships
- Avoid the use of social media or other online platforms to discuss school-related matters
- Seek permission from the headteacher/Heads of schools, before sharing images or information about the school, its pupils, or staff



### **Safeguarding Responsibilities**

All staff, governors, and volunteers have a duty to safeguard the wellbeing of our pupils. This includes following the laws and statutory guidance outlined within our safeguarding policy and also includes:

- Familiarising themselves with our child protection and safeguarding policies and procedures
- Reporting any concerns about a child's welfare or safety to the designated safeguarding lead
- Adhering to our policies and procedures for managing allegations against staff
- Maintaining appropriate professional boundaries with pupils and avoiding any behaviour that could be interpreted as inappropriate or abusive

### **Consequences for Non-Compliance**

Failure to comply with this code of conduct may result in disciplinary action, in accordance with our staff disciplinary procedures. Serious breaches of this code may also be reported to the relevant authorities, such as the police or the Disclosure and Barring Service.

We expect all members of the Carlisle Infant and Hampton Hill Junior School Federation community to uphold the standards set out in this code of conduct and to follow the guidance and expectations in the Staff Handbook. By working together, we can create an environment where everyone can thrive and reach their full potential.