



Staff Behaviour Policy

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Next Review date	April 2023
Review Cycle	3 Years
Statutory Policy	No

Staff Behaviour Policy

The Small Schools Multi Academy Trust expects all members of staff to follow our **Staff Behaviour Policy**, which sets clear guidance on the standards of behaviour required from our staff and volunteers. The guidance aims to encourage staff to meet the highest possible standards of conduct. Trust staff are in a position of trust and influence as role models for the children in their care, and as such must demonstrate behaviour that sets a good example to all users of the setting.

Staff also have a responsibility to maintain their reputation and the reputation of the Trust, both during and outside of working hours.

Behaviour

Our staff team are ambassadors for The Small Schools Multi Academy Trust and we expect them to conduct themselves professionally at all times. Staff should treat anyone attending the Trust schools or Care Clubs (children, parents/carers and visitors) courteously and with respect.

Swearing and abusive behaviour are not tolerated from anyone at the Trust. If any member of staff exhibits such behaviour they will be subject to the Trust's disciplinary procedures.

We expect staff to value all the children as individuals, and in terms of behaviour to comply with the Trust's **Equal Opportunities Policy, Confidentiality Policy, Social Media Policy, Mobile Phone Policy, Safeguarding Policy, Data Protection Policy, Smoking & Alcohol Policy, Drugs Policy, Employee Handbook** and all other Trust policies and procedures at all times.

Gross misconduct

Staff will be dismissed without notice if they are found to have committed an act of gross misconduct. Examples of gross misconduct include, but are not restricted to:

- Child abuse
- Failing to comply with health and safety requirements
- Physical violence
- Ignoring a direct instruction given by the manager
- Persistent bullying, sexual or racial harassment
- Being unfit for work through alcohol or illegal drug use
- Theft, fraud or falsification of documents
- Committing a malicious or intended data breach
- Being disqualified under the terms of the Statutory Framework for the Early Years Foundation Stage (Section 75 of the Childcare Act 2006) or the Children's Act 1989).

The Headteacher will investigate the alleged incident thoroughly before any decision to dismiss is made. For full details see our **Staff Disciplinary Policy**.

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2014): Safeguarding and Welfare Requirements: Child Protection [3.4-3.8], Suitable people [3.11, 3.13, 3.19] and Disqualification [3.14-3.16], Safety and suitability of premises, environment and equipment [3.56], Information and records [3.70]*