

St Mary Magdalene CE Primary School Staff Code of Conduct

Vision Statement

Building on a foundation of Core Christian Values, we inspire and equip our children to acquire confidence, encouraging a thirst for lifelong learning.

'I can do all things through Christ who strengthens me,' Philippians 4: 13.

School life at St Mary Magdalene Primary School is based on ten Christian Core Values. These govern our ethos and expectations of all the school community. This document outlines in more detail the specific expectations of all school staff. The expectations below were discussed and developed with the whole staff team.

At St Mary Magdalene Primary School we believe that everyone is **unique**. This means staff:

- Acknowledge and value the different roles we all play
- Actively listen to each other, even if we disagree
- Are fair and treat people equally
- Will encourage each other to flourish in our strengths and support one another in our weaknesses
- Treat each other as individuals
- Understand that we will not all have the same views

At St Mary Magdalene Primary School we **trust** one another. This means staff:

- Will remember that the children's achievement and well being is everyone's responsibility
- Create an atmosphere where we can speak up if we have a problem or suggestion to improve our school
- Reflect on their practice and strive to improve and develop to fulfil our responsibilities
- Act professionally and ensure they do their best
- Manage time well and meet deadlines
- Maintain good attendance and are punctual
- Will do what we say we will do
- Take ownership for aspects of school life
- Will report absences in a timely manner
- Will act professionally and not engage with parents or pupils outside of school. This includes not visiting parents/pupils at home, by telephone or via social networking sites without prior consent from the Headteacher

At St Mary Magdalene Primary School we strive to be **honest**. This means staff:

- Are prepared to have open and honest discussions in a professional manner
- Communicate effectively with one another
- Say sorry when we make a mistake
- Ask for help when we need it

At St Mary Magdalene Primary School we aim to **love** one another. This means staff:

- Promote work-life balance
- Will be thoughtful about their words and actions towards each other
- Will use appropriate language, in particular non-prejudice based language

At St Mary Magdalene Primary School we aim to live in **peace**. This means staff:

- Create a calm and peaceful working environment
- Share anxieties with each other to support one another in our roles
- Are committed to working together in unity and harmony

At St Mary Magdalene Primary School we **forgive** each other. This means staff:

- Forgive one another and themselves
- Do not hold a grudge after a disagreement
- Commit to working as an effective team
- Commit to communicate professionally at all times
- Understand the pressures that we all work under in the day to day life of school
- Keep an open mind
- Act as professional role models

At St Mary Magdalene Primary School we seek to foster awe and **wonder**. This means staff:

- Are committed to continuous learning
- Are aware of our own strengths and weaknesses
- Are willing to accept change and see it in a positive light
- Use proactive, creative and innovative thinking to solve problems
- Are creative, curious and inspiring thinkers
- Celebrate achievements and successes

At St Mary Magdalene Primary School we demonstrate **thankfulness**. This means staff:

- Acknowledge and appreciate what we do and regularly say “thank you”
- Recognise generosity
- Value others

At St Mary Magdalene Primary School we show **compassion**. This means staff:

- Show understanding to other adults and children
- Show consideration for other people’s feelings
- Encourage and support each other in our work through our words, actions and prayer
- Are sensitive to each others’ needs
- Boost each others’ morale
- Are flexible

At St Mary Magdalene Primary School we demonstrate **hope**. This means staff:

- Have a sense of humour
- Commit to our vision of continuous improvement and believe every child can succeed
- Strive to ‘Be the Best That We Can Be’
- See the potential in each other
- Smile!

This code of conduct sets out the high standards of behaviour expected of you as a member of our school community. You can take pride in living up to these core values.