

CODE OF CONDUCT

Reviewed by: Sarah Fox

Reviewed on: October 2022

Next review: October 2023

Related Policies/Documents: Employee Handbook, Safeguarding and Child Protection Policy

Endorsement

Full endorsement is given to this policy by:

Name: Joel Chalfen

Position: Cambridge Steiner School Trustee

Signed:



Date: October 2022

Purpose and principles

This Code of Conduct aims to establish a set of principles which underpin the expected conduct of staff at Cambridge Steiner School with the intention of encouraging staff to achieve the highest standards of conduct at work and of minimising the risk of improper conduct occurring.

The school requires that all staff have read and comply with the Code of Conduct. Where clarification is needed on any aspect of this document, this should be sought from the Senior Lead.

Breach or failure to observe the provisions of this document may lead to action being taken under the school disciplinary procedure (see Employee Handbook).

This document is available to all staff from the school office.

The Code of Conduct is not exhaustive in defining acceptable and unacceptable standards of conduct and behaviour and in circumstances where guidance does not exist individuals are expected to use their professional judgement and act in the best interests of the school and its pupils.

Scope

The Code of Conduct applies to:

- all members of staff, including teaching and support staff;
- volunteers, including trustees;

- casual workers;
- temporary and supply staff, either from agencies or engaged directly;
- student placements, including those undertaking initial teacher training, and apprentices.

The Cambridge Steiner School Code of Conduct adopts the [Guidance for safer working practice for those working with children and young people in education settings](#), published by the Safer Recruitment Consortium in February 2022. Please click the link to view this document.

This policy should be read in conjunction with all other safeguarding policies as they all work together to safeguard the child, staff and school. These policies collectively support Keeping Children Safe in Education 2022.