



HULL COLLABORATIVE ACADEMY TRUST

CODE OF CONDUCT

FOR STAFF

Hull Collaborative Academy Trust is a Restorative Academy, we aim to work in a collaborative way, and we expect all our staff to uphold the restorative and collaborative principles, which have been developed throughout our organisation. We believe that “**children come first**” and we expect all our staff to “go the extra mile” in the pursuit of excellence. In this way we will be able to provide our Children with the outstanding education they deserve.

In order to do this, these are the things that we expect from our staff

- At all times to be an Ambassador for the Academy, setting a good example to our pupils, parents and colleagues. You are a role model.
 - Please behave professionally at all times, and please engage with commitment and enthusiasm.
 - Please work with an open mind, be receptive to, and embrace change. Be prepared to partake in research and development, in order to achieve the best possible provision for our pupils.
 - Please take personal responsibility for your own professional development. We want staff to be proactive in pursuing opportunities, to improve their own professional development, and we expect staff to attend Academy training, for example, through network meetings
 - Please take an active part in joint practice development, and supervision where appropriate
 - Please remember common courtesies, so try not to be late for meetings, respect the opinion of others, communicate changes in arrangements to other staff, be respectful to others and recognise the fact that we are comprised of a number of very different school organisations
 - Please be aware that behaviour in your personal life, may impact upon your work with children and young people
 - Use social media appropriately, and in line with the Academy’s safety policy
 - Please remember the safeguarding responsibilities placed on all staff working with children
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- Please present yourself at all times in an appropriate and professional manner, this includes the following, but this list is not exhaustive

Remove facial piercings

Where possible cover or disguise tattoos

Please wear appropriate and suitable clothing and footwear

Please refrain from using foul language or inappropriate slang within earshot of our pupils

Please be respectful in your communication

- Take responsibility for your mistakes
- **help your colleagues**

WHAT CAN YOU EXPECT IN RETURN

That you will be a valued and respected member of our Academy community

That you will be challenged and supported within a Restorative framework

That you will be treated as a professional

That appropriate opportunities for you, within your own school and across the Academy will be made for you

That opportunities to take part in research and development will be presented to you

That the best quality training will be available to you

That opportunities to engage in systems leadership will be available to you

To be part of Hull Collaborative Academy Trust is to be part of the vision to provide a “world class” education for our pupils. Let our conduct exemplify our vision.

Compiled September 2015

(HCAT code of Conduct desktop)

