

Code of Conduct for Staff and Governors



*Learning together in a changing
world, creating success for all.*



Trinity Fields School and Resource Centre

Code of Conduct for Staff and Governors

Trinity Fields is a Rights Respecting School, a Healthy School, Investors in Families School, an ECO School, a MOVE school and an Inclusion Quality Mark (IQM) Flagship School.

This policy should be read in conjunction with our pupil friendly and adult version of our “**Shared Values and Aims**”.

School context

Trinity Fields is a **Rights Respecting School**; we are committed to the principles and values of the United Nations Convention on the Rights of the Child (UNCRC) across all areas of our work. We are a school where pupils are at the heart of everything we do. We successfully achieved UNICEF’s “Rights Respecting School Award” in **January 2017** and we have a well-established record of developing pupil engagement at all levels.

Refer to pupil friendly “**Pupil Participation**” policy and our whole school “**Pupil Participation**” policy for further details.

We are a **Healthy School**; we take responsibility for maintaining and promoting the health and wellbeing of the Trinity Fields team (pupils, parents/carers, staff, governors etc.). This includes teaching pupils about how to lead healthy lives by enabling them and staff to take control over aspects of the school environment that influence their health and wellbeing. We achieved the Welsh Network of Healthy School Schemes National Quality Award in **March 2018, with re-accreditation in December 2020**.

Refer to “**Health and Well-being for Pupils**” policy and our whole school “**Health and Well-being**” policy for further details.

We are an **Investors in Families School**. We are committed to developing active and effective relationships with parents/carers and families and recognise the value of close partnership working to improve outcomes for our pupils. We were the first Special School in Wales to achieve the Investors in Families Quality Mark, and regularly share our excellent practices with other settings.

We demonstrate our commitment to the Rights to Action agenda and value and support the important role that families play in the education of their child. We strive to promote social inclusion and a sense of wellbeing for families through positive participation in their child’s education.

During the re-accreditation process (2019), the school’s work was judged to be of a very high quality. Family and Community Engagement are fully embedded and it was evident that the school works hard on its journey towards excellence. The assessor was very pleased to award the school the **Diamond Standard**.

We have demonstrated through a national annual assessment that we have the capacity to play a strong leadership role in developing inclusion best practice across a network of schools; as well as being committed to extending those networks and develop classroom-based research.

Refer to “**Inclusion**” policy and to **IQM assessment reports** for further details.

In **summer 2022** we gained our **Platinum ECO Schools Award**; the Eco-Schools programme is designed to be pupil-led and looks at the impact of our actions on the environment.

Our sustained journey towards attaining the Platinum Award showcases pupils' ideas and helps to inspire others to make the right environmental choices.

More recently (2019), the school started its journey towards becoming a **MOVE school**; successfully accredited at Silver level in **December 2021**. The MOVE Programme is an activity-based practice that enables children and young people with physical disabilities to sit, stand, walk, and transition as independently as possible.

Our overarching philosophy is summarised in the following statement:

“We believe that everyone at Trinity Fields is entitled to have access to the very best learning experiences. These will be provided within a safe, caring and stimulating environment that will enable all learners to achieve their full potential through learning opportunities that meet their individual needs”.

Education in Wales: Our National Mission

Our work with pupils and their families will be developed building upon Wales' National Mission. This national mission is ambitious, innovative and confident ensuring that we all take responsibility for all of our pupils to have equal opportunities to reach the highest possible standards.

Trinity Fields will continue to develop as a learning organisation to ensure it has the capacity to adapt to and explore a range of new approaches which results in improved outcomes and well-being for all of our pupils.

In order to realise our shared vision and approaches in delivering Wales' transformational curriculum that will enable all of the pupils at Trinity Fields to make the progress commensurate with their individual needs we are committed to the 4 key enabling objectives, detailed in **“Education in Wales: Our national mission (2017)**. These are:

- **Developing a high-quality education profession.**
- **Inspirational leaders working collaboratively to raise standards.**
- **Strong and inclusive schools committed to excellent, equity and well-being.**
- **Robust assessment, evaluation and accountability arrangements supporting a self-improving system.**

The core purposes and values that are associated with these prestigious national awards are encapsulated in our vision and aims:

“We believe that everyone at Trinity Fields is entitled to have access to the very best learning opportunities. These will be provided within a safe, caring and stimulating environment that will enable all learners to achieve their full potential through learning opportunities that meet their individual needs”.

This Code of Conduct relates to conduct within and outside of school, as well as via any external social media networking sites, mobile phones or any other form of media. The Code has been based upon the key principles documented within the Code of Conduct for Governors (Governors Wales) and The Code of Professional Conduct for Registered Teachers (EWC).

All staff and governors are expected to work within these parameters to maintain and uphold our pupil centred ethos and high expectations.

When working with colleagues we will:

- ✓ Always have regard for the safety and wellbeing of pupils;
- ✓ Treat one another with courtesy, respect and trust;
- ✓ Promote a positive approach to team work;
- ✓ Listen to the views of others and ensure everyone has a voice;
- ✓ Keep a sense of perspective and do our best to understand the views of others;
- ✓ Work together to solve any issues in the school's best interests;
- ✓ Share ideas and resources to support pupils and colleagues and to maintain our high standards;
- ✓ Avoid personal disputes and resolve to settle any differences quickly and rationally;
- ✓ Respect confidentiality at all times;
- ✓ Always remain calm, even in potentially difficult situations;
- ✓ Seek solutions rather than build barriers and apportion blame.

When working with our pupils we will:

- ✓ Always act in their best interest;
- ✓ Respect and treat them as individuals;
- ✓ Model how they should treat others;
- ✓ Promote an ethos that values them and provide them with a safe learning environment;
- ✓ Motivate and inspire them and give them every opportunity to achieve;
- ✓ Celebrate all success and progress;
- ✓ Treat them appropriately for their age and needs;
- ✓ Listen to what they say or communicate to us and be sensitive to their needs.

When working with parents and carers we will:

- ✓ Take time to listen to them and show them respect;
- ✓ Assure them of confidentiality;
- ✓ Remain calm and show empathy;
- ✓ Be realistic and honest in our communication with them;
- ✓ Remain professional at all times;
- ✓ Ensure that we work together in the best interest of the school and their child;
- ✓ Pass on any concerns as and when appropriate;
- ✓ Keep relevant and accurate records.

When talking about our school we will:

- ✓ Emphasise the achievement of pupils and be positive;
- ✓ Acknowledge our position as ambassadors for our school;
- ✓ Be loyal to the school;
- ✓ Support the agreed policies and procedures and uphold confidentiality;
- ✓ Work for the good of all stakeholders and make every effort to see the wider school picture.

Review

This Code of Conduct will be reviewed on an annual basis to ensure that it reflects the progress changes that are happening within education in Wales.

Signed		Headteacher
Signed		Chair of Governors
This policy will be reviewed in line with the school's review policy.		

As a Rights Respecting School, we are committed to embedding the principles and values of the United Nation Conventions for the Rights of the Child (UNCRC). This policy enables our pupils to access and enjoy the following articles of the convention.

Article 28: Every child has the right to an education.

Article 29: Education must develop every child's personality, talents and abilities to the full.

Article 42: Every child has the right to know their rights.