



EXPECTATIONS OF ALL MEMBERS OF STAFF

Our expectations of all high achieving staff are that they will:

CORE VALUES

- Be committed to being part of and actively promoting a high consensus school with shared beliefs, values and goals.
- Be aware that children's learning is at the centre of what we are about and that learning is a partnership.
- Have an awareness of human relationships and emotional intelligence and the need for respect, recognition, reinforcement and communication.
- Have a knowledge of the current Health and Safety Policy which must inform all practices.
- Have a vision of how things should be and a moral sense of how to get there.
- Be aware of and care for the physical and emotional state of resources and environment/community.
- Provide a challenging learning environment for the student.

POSITIVE REINFORCEMENT

- Be aware that leadership is part of everyone's job description and that leadership has to be pervasive.
- Act as positive role model and exemplify the culture of learning.
- Enthuse members of the community to model the sorts of positive attitudes and behaviour we seek to support.
- Contribute to the creation of a positive and supportive learning environment by giving specific feedback about what an individual has achieved, using praise at every opportunity and freely communicating and sharing information where appropriate.
- Provide opportunities for the celebration of success and help to build and maintain positive self-esteem for themselves and others.
- Realise the need to separate the personal from the professional and the person from the behaviour.

PERSONAL AND PROFESSIONAL RESPONSIBILITY AND DEVELOPMENT

- Be consistent in living to and applying a set of personal beliefs and values consistent with relevant school policies and procedures.
- Operate in a culture of continual development and growth having high expectations of themselves and what is expected of them.
- Be aware that an effective member of staff is able and willing to learn from experiences.
- Be clear about and work within the roles and responsibilities of themselves and others.

- Value personal growth and development, be self-motivated and have the skills and knowledge to fulfil their role.
- Keep records appropriate to and commensurate with their roles and responsibilities and school policy.
- Manage resources effectively and fairly.
- Be involved in the planning of work at a team level within the context of the school development plan.
- Give respect and consideration to those students with special needs.
- Carry out any other reasonable duties as directed by the Headteacher.

CODE OF DRESS

- It is expected that all staff dress appropriately and professionally for their role during school hours. Casual clothing is not acceptable.

SAFER RECRUITMENT PRACTICE POLICY STATEMENT

Parkside School is committed to safeguarding and promoting the welfare of children and young adults and expects all staff and volunteers to share this commitment.