



Staff code of conduct



You, as staff at Grow With Us, have a privileged and vital role to play in many children's lives. This policy is here to help safeguard you, as well as the children in our care.

You have a responsibility to keep all children, and other staff members, safe at all times. Please ensure you have read all of the policies and that you sign and return the paperwork to confirm this is done.

With your role here at Grow With Us, you are seen as a role model and it is expected that your actions will reflect that, at all times. This includes how you represent yourself online and while you are physically working with children. Staff should be aware that their behaviour could compromise their position within the company due to the protection of children, loss of trusts or confidence or bringing the employer into disrepute. It is not uncommon for children to develop infatuations with members of staff but you are expected to ensure that your own behaviour cannot be bought into question.

Staff are not to share any personal information with anyone, unless it is legally permissible to do so. There are some circumstances in which a member of staff may be expected to pass on personal information about a pupil or their family, for example when an allegation of abuse has been made. In these circumstances, it is on a need-to-know basis e.g., designated safeguarding lead.

All staff members will be expected to wear appropriate clothing for the job they are doing. It is understood that personal choice and self-expression will impact on a person's choice of dress and appearance, however, it is understood that this will be professional, decent and safe for the job role. If you were to dress in a way that it could be seen as inappropriate or offensive you could leave yourself open to allegation.