



## Strand Primary Academy Professional Standards Policy

This policy is rooted in the shared values of the Academy. If we are to follow our mission, establish our vision and achieve our aims, we need to enact our agreed values in all our work. Many of the school's policies provide further details and guidance for our working practices.

### Working with children, we will:

- Act in the best interests of all children, recognizing their uniqueness and potential.
- Treat children fairly and act to ensure that children are not discriminated against in any way.
- Show respect to all children at all times and model mutual respect, good manners and politeness in our own words, actions and body language.
- Recognise children as active and participating citizens, valuing their contributions.
- Encourage children to become responsible global citizens with respect to the environment and communities and set an example in our work.
- Respect the relationship between children and their families, working to ensure they are supported and that their needs are met.
- Maintain high expectations of all children, working to build a strong and happy learning community where all children can achieve without undue pressure.
- Recognise the importance of children's play, both as a right and as a process for learning.
- Work to maintain a safe, happy and healthy environment which supports children's learning, development, dignity and well-being.
- Maintain appropriate relationships with children and recognise professional boundaries in our work.
- Ensure that images of children and other data are only collected with informed consent and are stored and used according to legislative and policy requirements.

### Working with families, we will:

- Respect the uniqueness of each family and help them to feel welcome and valued.
- Recognise the strengths that each family has and support them in their role of nurturing children.
- Develop positive relationships based on openness, mutual respect, trust and good communication.
- Develop partnerships with families through consultation and dialogue in order to support children together.
- Communicate learning plans, targets, assessment and achievement information effectively, engaging families so as to aid mutual understanding.
- Maintain confidentiality and respect the right of the family to privacy and dignity.



**Working with colleagues, we will:**

- Encourage our colleagues to act in accordance with this policy and act to challenge and report unethical or inappropriate conduct
- Build collaborative relationships based on openness, mutual respect, trust and honesty.
- Maintain high standards in communication, sharing information appropriately, listening and learning.
- Acknowledge and support the uniqueness, personal strengths and professional qualities of colleagues.
- Use constructive methods to manage differences of opinion maintaining respect, politeness and dignity and having due regard for the feelings of others.
- Collaborate in order to share and build knowledge, experience and resources to generate a culture of high quality and high expectation.
- Engage in self-review, reflection and evaluation in order to support the development of ourselves, our colleagues and the team.
- Work together effectively for the benefit of children and families and the mutual benefit of staff.

**Working as a professional, we will:**

- Support agreed school policies, procedures, guidelines and practices.
- Adhere to policies and procedures, but, when there is disagreement or conflict, share opinions and, if necessary, seek change through constructive action and appropriate procedures within school.
- Work to achieve high standards in the quality of our work, maintaining up to date knowledge and skills in accordance with current best practice.
- Engage in reflection, evaluation and self-assessment to inform and engage in self-study and professional development.
- Promote and support our own ongoing professional development and that of our team.
- Seek and build supportive and collaborative professional relationships.
- Represent and model our professional status and standing at all times.
- Coach and mentor other professionals as required.