Appendix A1 - Code of ethical practice for Hatton Academies Trust staff

All Hatton Academies Trust staff are valued members of the Trust community. Everyone is expected to set and maintain the highest standards for their own performance, to work as part of a team and to be an excellent role model for our children.

All Trust staff should:

- place the safety and welfare of children above all other considerations,
- treat all members of the Trust community, including children, parents and carers, colleagues and directors with consideration and respect,
- adhere to the principles and procedures contained in the policies in our safeguarding portfolio, the behaviour policy, teaching and learning policies as well as the HAT Staff Code of Conduct,
- treat each pupil as individuals and make adjustments to meet individual needs,
- demonstrate a clear understanding of and commitment to non-discriminatory practice,
- recognise the power imbalances between children and staff, and different levels of seniority of staff and ensure that power and authority are never misused,
- understand that Hatton Academies Trust staff are in a position of trust and that sexual relationships with a pupil, even over the age of 16, is not acceptable and may be a criminal offence. Children are considered as children; under the age of 18,
- be alert to, and report appropriately, any behaviour that may indicate that a pupil is at risk of harm,
- encourage all children to reach their full potential,
- never condone inappropriate behaviour by children or staff,
- take responsibility for their own continuing professional development,
- refrain from any action that would bring the Trust into disrepute, and
- value themselves and seek appropriate support for any issue that may have an adverse effect on their professional practice.