

Ross Intermediate School

TE KURA WAENGA O ROSS

POLICY STATEMENT - DRAFT

3.5 Policy – Staff Conduct

Rationale:

The perception of the school in the community and education sector is directly influenced by the conduct of the staff.

Principles:

1. The principles set out in this document shall be considered to be the minimum acceptable standards that staff will adhere to.
2. This policy applies equally to all teaching and non-teaching staff and the School Trustees.
3. The Board of Trustees is responsible for all staff disciplinary matters; this authority is delegated to the Principal in the day-to-day management of staff.
4. Staff will present and conduct themselves in a manner that reflects the importance of their standing within the community. Any behaviour that brings the school or themselves into disregard will be regarded as a disciplinary matter and will follow the process as laid down in the CEC.
5. Sexual, religious or racial harassment or intimidation, either physical or verbal is unacceptable behaviour.
6. Staff are reminded of the need to avoid situations where they could be accused of compromising student safety by being alone with students, including the transporting of students.
7. Where a staff member has concerns regarding inappropriate behaviour of another staff member and students, he/she should refer to the Protected Disclosures Policy.

RATIFIED:

CHAIRPERSON