



# DIGNITY AT WORK POLICY



## OUR PURPOSE IS

To educate everyone effectively in a happy, safe, caring and stimulating environment, so that they develop a thirst for knowledge, enabling them to reach their full potential.

## WE BELIEVE:

- That everyone has the right to learn.
- That everyone has the right to be respected.
- That everyone has the right to feel safe.

**To educate everyone effectively in a happy, safe, caring and stimulating environment, so that they develop a thirst for knowledge, enabling them to reach their full potential.**

## INTEGRITY

- Speak to colleagues respectfully.
- Ask don't assume.
- Dress smartly – dress how you want to be perceived.
- Respect professional boundaries
- Understanding and applying the core values, and Thrive principles.
- Treat others how you want to be treated.
- Be open, honest and transparent.
- Responsibly uphold school policies.
- Uphold the reputation of your profession out of working hours. Take care of school property.

## REFLECTION

- To be held accountable by our line managers.
- To be supported and challenged.
- Be open minded.
- To be self-reflective in our own practice and consider how our actions affect others.
- To be a critical friend and accept support.
- Be solution focused.
- Know when to fresh face.

## DETERMINATION

- Try your best!
- Be resilient!
- Be flexible and adaptable in approach.
- Do the right thing for the pupils even when that feels hard.
- Empower yourself with skills and knowledge in order to promote positive pupil progress.
- Show willingness to embrace change.
- Maintain consistent boundaries.
- Develop supportive relationships with school colleagues.

## POSITIVITY

- Be proactive and consistent!
- Display approachable body language.
- Be kind and caring to pupils and adults.
- Be aware of the language you use at all times with each other.
- Be punctual.
- Show appreciation to others.
- Have positive interactions with one another.
- Accept praise.
- Participate in whole school activities.





# HOUSE RULES

## Directed Time Training Sessions/Meetings

- Be on time
- Please come equipped
- Actively listen and engage
- Listen and respond appropriately
- Be open minded
- Explore new initiatives
- Be honest and open in your perspective – backing this up with data or evidence!
- Complete any gap tasks in line with deadlines
- Feel listened to by colleagues
- No use of mobile phone unless it is for an emergency.



## Staffroom

- Be mindful of who else is in the staffroom
- Feel that you can go into the staffroom to offload but be aware of your audience and the language that you are using. We are all offended by different things.
- Moan once move on...!
- Signpost yourself and others to a private conversation with line manager in a safe space if needed.
- Pupils are not allowed to enter – it is your sanctuary!
- Be respectful, polite and humble while talking to your colleagues
- Check the pitch of your voice while talking.
- Keep it clean and tidy!

