



IST Employee Code of Conduct

IST is fully committed to the protection of children and their educational wellbeing, along with the reputation of the School. The code of conduct, while it may seem to be stating the obvious and thus be unnecessary, should be viewed within the context of what is necessary to protect. It indicates the standard of professional conduct expected of IST employees (teaching and non-teaching staff).

The code of conduct cannot address every possible circumstance in which an employee may find themselves. However, it is intended that employees are mindful of the Code in relation to the judgements which they will be called upon to make in situations which may occur both within and outwith the professional context.

IST believes that it has a duty to ensure that the boundaries of professional conduct are clear and community trust in teaching and non-teaching staff is maintained.

IST employees shall:

- Make the well-being of students the fundamental criterion in all decisions and actions.
- Act as a positive role model to students, supporting, challenging them and inspiring them to fulfil their potential.
- Treat all students, parents, carers and colleagues fairly and with respect, without discrimination.
- Treat sensitive, personal information about students with respect and confidentiality and not disclose it unless required to do so by the School or by law.
- Maintain an up-to-date knowledge and understanding of, implement, and comply with, child protection procedures.
- Maintain appropriate professional boundaries, avoid improper contact or relationships with students and respect their unique position of trust as a teacher.



- Raise any concerns which they may have about the behaviour of any colleague in connection with a child, using the appropriate procedures in place.
- Willingly implement and carry out the policies and regulations established by the Board and the School leadership.
- Avoid making malicious or unfounded criticisms of, or accusations about, colleagues that may undermine them professionally or in the professional judgements they make.
- Work in a collegiate and co-operative manner with colleagues.
- Avoid situations both within and outwith the professional context which may call into question their fitness to perform their duties.
- Avoid accepting any gratuity, gift or favour that might impair or appear to influence professional decisions or actions.
- Maintain and develop their professional knowledge and skills through continuing Professional Development and maintenance of reflective good practice.
- Avoid speaking disparagingly in public about school programmes or colleagues.
- Honour all contracts until fulfilment or release.
- In word and action, support the Mission, Values and Aims of IST.