



## **Staff behaviour policy**

This policy outlines the expected standards of behaviour for all staff at **Pinnacle-AP**, a secondary-aged alternative provision. It aims to create a positive, safe, and supportive learning environment for our students. All staff members are expected to adhere to this policy, which is underpinned by our commitment to safeguarding and promoting the welfare of children.

### **2. Principles**

- Professionalism: Staff are expected to maintain high standards of professional conduct at all times.
- Respect: All students and colleagues should be treated with respect and dignity.
- Inclusivity: We value diversity and promote an inclusive environment where everyone feels welcome and supported.
- Safeguarding: Safeguarding is everyone's responsibility. Staff must be vigilant and follow procedures for reporting concerns.
- Positive Role Modelling: Staff are expected to act as positive role models for our students.

### **3. Expected Behaviours**

- Punctuality and Attendance: Staff are expected to arrive on time and maintain good attendance.
- Communication: Communicate clearly, respectfully, and professionally with students, colleagues, and parents/carers.
- Dress Code: Dress in a manner appropriate for a professional educational setting.
- Confidentiality: Maintain confidentiality regarding student information and staff matters.
- Use of Technology: Use technology responsibly and in accordance with school policies.
- Behaviour Management: Implement behaviour management strategies consistently and fairly, following school policies.
- Safeguarding: Report any safeguarding concerns immediately to the Designated Safeguarding Lead (DSL).
- Professional Boundaries: Maintain appropriate professional boundaries with students at all times.
- Collaboration: Work collaboratively with colleagues and external agencies to support students.
- Training: Attend all required training, including safeguarding training.
- Online Safety: Be aware of responsibilities regarding online safety and monitor students' online activity appropriately.

### **4. Unacceptable Behaviours**

- Any form of harassment, bullying, or discrimination.



- Inappropriate language or behaviour towards students or colleagues.
- Breaches of confidentiality.
- Failure to report safeguarding concerns.
- Use of physical intervention except as a last resort to prevent harm.
- Inappropriate use of technology.
- Failure to adhere to school policies and procedures.

#### **5. Addressing Concerns to the owner/manager.**

**Concerns will be addressed in a fair and confidential manner.**

#### **6. Policy Review**

**This policy will be reviewed annually.**

**Rhonda Thomas**

**Pinnacle-AP**

**Date of Policy: 5/5/2026**

**Date of Next Review: 5/5/27**

**Signed:**

Rhonda Thomas

Pinnacle-AP