



Staff Induction at St Martins School



Professional Standards

We are committed to maintaining a professional working environment and have standards that should be followed.

Please read our Staff Code of Conduct here:

<https://www.3-18education.co.uk/wp-content/uploads/2024/06/KCSiE-Staff-Code-of-Conduct.pdf>

Teaching staff should read the minimum requirements for teachers' practice and conduct on the government website:

<https://www.gov.uk/government/publications/teachers-standards>

Our Dress Code

All staff should look smart and appropriate, as we expect our students to do. Our code of conduct states "Dress and appearance must be of a business professional nature that reflects the role of the individual, the activities they are involved with and health and safety requirements related to these. All pupils are expected to uphold the smart uniform requirements of their school and therefore, for the majority of staff, business attire is an expectation in order to role model for our young people, i.e. what you would wear for an interview."

No shoulders showing or vest tops please; sleeveless smart shirts are ok. Sandals can be worn but must have sensible straps, no mules or flip flops. Skirts must be knee length as we cannot ask our students to wear appropriate skirts if staff aren't. Finally, leggings should not be worn without a dress or tunic over.

Sportswear and trainers are acceptable if staff are engaging in PE or outdoor education.

Community and Enrichment Expectations

We hold three WOW days per year where offer community and enrichment activities specifically to all students. We encourage all staff to contribute to ideas for trips, events, visitors, careers, parental engagement and community events as it continues to be high priority in our school. We expect all classes to go on one trip per term in addition to local visits and parental engagement events. We also have an expectation of Teachers delivering one half termly club during the school year which is built into directed time. As Subject Leaders this can

be a great way to enrich your subject. We appreciate support staff running clubs which are paid as additional hours.

St Martins School is at the heart of our community of St Martins and run a variety of community events which extends to all in the wider community. We organise and manage these events and whilst there is no obligation to attend we hope that staff enjoy getting involved.