

Teacher Code of Conduct

(Adapted from UK Teachers' Standards & British Learning Centre Teacher Handbook)

1. Introduction & Purpose

This Code of Conduct outlines the professional and personal standards required of all teachers employed at the British Learning Centre. It combines the UK Teachers' Standards with the expectations set out in the British Learning Centre Teacher Handbook, adapted for the British and Thai educational context. All teachers must read, understand, and comply with this document. Breaches may result in disciplinary action, up to and including dismissal.

2. Professional Standards & Conduct

- 2.1 Make the education of pupils your first concern and be accountable for their progress and outcomes.
- 2.2 Uphold trust in the profession by acting with honesty, integrity, and professionalism at all times.
- 2.3 Treat pupils, parents, colleagues, and others with dignity, fairness, and respect.
- 2.4 Maintain high standards of attendance and punctuality. Teachers must arrive at least 30 minutes before lessons begin.
- 2.5 Uphold and promote British and Thai values, including democracy, the rule of law, individual liberty, mutual respect, and tolerance of different faiths and beliefs.
- 2.6 Avoid any action that may bring the school or teaching profession into disrepute, both inside and outside of work, including on social media.

3. Teaching & Learning Standards

- 3.1 Set high expectations that inspire, motivate, and challenge pupils.
- 3.2 Promote good progress and outcomes for all pupils, being aware of their prior knowledge and capabilities.
- 3.3 Demonstrate strong subject knowledge and keep skills and knowledge up to date.
- 3.4 Plan and deliver well-structured lessons that engage and support pupils of all abilities.
- 3.5 Adapt teaching to meet the strengths and needs of all pupils, including those with SEN, disabilities, and EAL as well as extending the challenge for high ability learners.
- 3.6 Make effective use of assessment to inform teaching, providing pupils with regular and constructive feedback to students and parents.

4. Classroom & Behaviour Management

- 4.1 Establish clear rules and routines in line with the school's [Behaviour Management Policy](#).
- 4.2 Use praise, sanctions, and rewards consistently and fairly.
- 4.3 **Never shout** at pupils except in situations where health and safety is at risk.
- 4.4 Maintain positive relationships with pupils, exercising appropriate authority and acting decisively when necessary.

5. Safeguarding & Child Protection

- 5.1 Safeguard the welfare of all pupils in line with the school's [Safeguarding Policy](#).
- 5.2 Maintain an attitude of "it could happen here" in safeguarding matters.
- 5.3 Report all concerns immediately to the Designated Safeguarding Lead (DSL) - Mr Ashleigh Bignall.
- 5.4 Physical contact with pupils must only be used when necessary for safety or to prevent harm, following the "[reasonable force](#)" guidelines.
- 5.5 Do not initiate unnecessary physical contact (e.g., picking up pupils, sitting pupils on laps, unnecessary hugging, arms around the shoulder, pats on the back).
- 5.6 Maintain confidentiality regarding safeguarding matters.

6. Professional Relationships & Communication

- 6.1 Build effective working relationships with colleagues based on respect and collaboration.
- 6.2 Communicate effectively with parents regarding pupils' progress and well-being.
- 6.3 Respond promptly to parental concerns and escalate where necessary.
- 6.4 Use professional language at all times, avoiding inappropriate or offensive terms.
- 6.5 Maintain professionalism on social media — do not share sensitive information or post content that could undermine trust in the school or profession.

7. Dress Code & Presentation

- 7.1 Dress professionally at all times to set a positive example.
Men: Shirt and tie, dress trousers (no denim), smart shoes (no trainers or flip flops).
Women: Smart tops or shirts, skirts/dresses no shorter than just above the knee, smart trousers, professional footwear (no flip flops).
- 7.2 Exceptions: Staff may choose not to wear shoes inside the school building.
- 7.3 Jewellery must not pose a safety risk.
- 7.4 No "over the top" jewellery.

8. Use of School Resources

- 8.1 Treat all school property, resources, and facilities with care.
- 8.2 Secure tablets and other school equipment at the end of each day.
- 8.3 Make use of the waste paper box next to the school printer where possible.
- 8.4 Any financial transactions or purchases must be authorised in advance by the Head of School.

9. Professional Development & Wider Responsibilities

- 9.1 Participate fully in staff meetings and all CPD sessions, including those outside contracted hours if pre-arranged.
- 9.2 Engage in self-reflection and seek feedback to improve teaching practice.
- 9.3 Contribute positively to the wider life of the school.

10. Confidentiality & Data Protection

10.1 Respect confidentiality of all pupil, staff, and school matters.

10.2 Do not share sensitive information unless authorised or required by safeguarding procedures.

10.3 Follow all school policies on data protection and record keeping.

Teacher Declaration

I confirm that I have read, understood, and agree to abide by the British Learning Centre Teacher Code of Conduct.

Name: _____

Signature: _____

Date: _____