



Code of Conduct

'Together everyone achieves more'

This Code of Conduct relates to conduct at meetings, when being involved in WRIST activities and via any professional forums/discussion groups including social networking sites. Professional conduct is to always be at its best.

All WRIST members are expected to work within these parameters to maintain and uphold our high expectations in accordance with the Equality Act 2010 ensuring discriminations (direct and indirect), harassment and victimisation are challenged to ensure equality.

When dealing with colleagues across the Cluster we:

- Treat each other with courtesy, respect and trust, taking care not to make derogatory or hurtful remarks.
- Promote a positive approach to working as a cluster team.
- Keep a sense of perspective, and understand differing viewpoints.
- Make every effort to be flexible and accepting of change and new ideas.
- Work together in the best interests of the whole cluster to solve problems.
- Freely share ideas and resources which may help colleagues and their work/life balance.
- Remain calm in potentially difficult situations or conversations.
- Respect confidentiality when attending meetings/training or visits to our schools.
- Respect and value the diversity of views and all backgrounds represented.
- Value the differing talents of others and use these for the good of the whole cluster. In doing so, value and respect colleagues as fellow professionals. We all have something to offer.
- Avoid personal comments, disputes and resolve to settle conflict immediately and in a calm and rational manner privately.
- Ensure that we take actions which take account of and support the roles and responsibilities of others across the Cluster.
- Ensure that our professional conduct at staff meetings, trainings, courses etc is always of the highest standard.

When talking about our Wrist Cluster we:

- Emphasise the positive and acknowledge our position as ambassadors for all our schools.
- Show loyalty to the schools within our WRIST Cluster.
- Uphold its confidentiality especially when using social media.
- Work for the good of all stakeholders and make every effort to always see the wider cluster picture.