

Code of Practice

1. The welfare of CAE students is paramount and staff have a professional duty to take all reasonable steps to promote the safeguarding of all students, and especially those under the age of 18, in the care of CAE in accordance with the *CAE Safeguarding Policy*, the British Council Accreditation UK scheme and the *Children's Act 1989*. Staff working with 18s are expected to act as a caring and responsible UK parent would when considering the academic needs and welfare of the students and protecting children from that which is not in their best interests.
2. All members of staff are expected to comply with terms of the *CAE Privacy Policy* and the *CAE Health and Safety Policy*.
3. All tuition given on CAE courses should be carefully prepared. The Academic Director is entitled to view lesson plans/ preparatory materials and to visit or observe classes, or to authorise others to do so.
4. Teachers are required to submit schemes of work, weekly plans, to keep attendance registers for all their classes and to ensure as far as possible the attendance and good conduct of students in their class. Teachers will be asked to write/ contribute to reports on student progress and achievement. Homework and follow up work should be set daily as appropriate and monitored.
5. Staff should pay attention to punctuality, leaving adequate preparation time before the start of lessons and activities and adequate tidying up time at the end. Staff should ensure that computers are logged off and classrooms are left clean and tidy at the end of each lesson.
6. Staff should promote cultural awareness, understanding and respect in all aspects of the programme and with reference to the core British values. Staff should be particularly aware of different attitudes to boundaries, dress, personal space and sensitive topics.
7. There is no strict dress code but staff are expected to dress appropriately according to activity and with sensitivity to the cultural difference of their students.
8. Staff should set and maintain high standards of behaviour both in and out of the school and do their best to ensure that the CAE rules and guidelines are observed.
9. Staff should be conscious of professional boundaries, especially when dealing with students under the age of 18. Staff should be aware of their body language, and avoid physical contact except in situations where the use is intended to prevent harm. In situations where contact is unavoidable, staff should take all reasonable measures to make sure it is unreciprocated and public.
10. Staff should not swear in front of students and should not allow the use of inappropriate language by students to go unchallenged. Staff should encourage the use of English at all times.
11. Staff should not disclose personal email addresses or mobile numbers to students except for the purposes of specific and approved CAE business. All communication with students of all ages, and in particular children under the age of 18 years and young adults should be through public and/ or official school channels. Staff should ensure that any contact with students on social networking sites is appropriate. As members of the CAE team, all staff are in a position of responsibility and of trust and are expected to consider all contact with students accordingly.
12. Any photographs taken of the students on CAE courses are the property of CAE and must not be shared publicly or used for anything other than official CAE purposes. Staff should not store images of children on their personal devices.
13. Staff should treat other members of the staff body with professional respect at all times especially in the presence of students. Staff are expected to foster a happy and productive working atmosphere and develop and maintain positive relations with the student body, homestay hosts, visitors, visiting agents and the local community.
14. Staff are responsible for ensuring that CAE property is used with respect, care and economy, both by themselves and by students. Any cases of disorder, damage to property and Health and Safety concerns should be acted upon immediately.
15. Staff are asked to comply with any security requirements and to be vigilant about their own property, encouraging students to behave similarly.
16. Drinking alcohol or smoking in the presence of students while on duty is not acceptable. Staff are asked to confine smoking and drinking alcohol to designated areas and to act responsibly and with discretion at all times. Any drinking of alcohol which impacts on staff or students and may be detrimental to the performance of professional duties will result in disciplinary action.
17. Staff have a duty to report any concerns or anything deemed suspicious relating to staff and or students.
18. Staff are expected to adhere to the highest professional standards of integrity, to identify with the best interests of CAE and the welfare of CAE students, and to give positive thought to the ways in which the effectiveness of CAE courses could be improved.

I have read the above and agree to fulfil its requirements.

Name:

Signed:

Date: