

# Code of Conduct

## 1. Policy

At Ambitious about Autism (AaA) and Ambitious about Autism Schools Trust (AaAST), Autistic children and young people are at the heart of everything we do. We champion their rights and create opportunities and have zero tolerance of any form of abuse or discrimination.

We want even more autistic children and young people to have happy and fulfilling lives that give them dignity, respect and compassion. Our vision is for a future where every autistic child and young person can be themselves and realise their ambitions and potential. Therefore, we stand with autistic children and young people, champion their rights and create opportunities. We want to help create a world where autistic people are heard, included and supported and not discriminated against.

Whatever your role, you have a key part to play in ensuring that we maintain our positive, credible reputation with all of our stakeholders to the highest standards of integrity and effectiveness. You are accountable for our work and for building and maintaining good working relationships with parents/carers, pupils/students, all staff and others in our community.

In addition any employee who is a [registered teacher](#), [nurse](#), [social worker](#) or [therapist](#) are bound by their professional codes of conduct and must also act, at all times, in accordance with them.

## 2. Principles

This code of conduct outlines what Ambitious about Autism and Ambitious about Autism Schools Trust expects of all those who work here as employees or agency staff. It should be read in conjunction with our other policies and procedures. Failure to follow this code, or other applicable professional codes of conduct, is a serious matter and can lead to disciplinary action.

Other policies to be referred to include:

Behaviour Management

Policy Owner	Director of People	Review Date:	June 2024
Policy No.	043	Version No.	2.0









### **Trustees and Governors**

Relationships with trustees and Governors must always remain professional. Employees should ensure that they do not develop personal relationships with Trustees or Governors that could affect their professional relationship. Employees should not discuss individual pupils or students with Trustees or Governors except where essential for professional reasons.

### **Staff & Team Relationships**

AaA/AaAST recognises that work is demanding and at times can be stressful. Good supportive relationships between colleagues are essential. Staff are expected to treat each other with respect being always helpful and polite to all those with whom we have direct contact or through emails. Intolerance and harassment are not acceptable and will be treated seriously. AaA/AaAST is committed to operating in such a way as is compatible with confidentiality. In return, staff are expected to display a positive attitude at work.

All personal information about staff and volunteers or about those applying for roles at AaA/AaAST should remain confidential and only shared on a

Policy Owner	Director of People	Review Date:	June 2024
Policy No.	043	Version No.	2.0

