



Essendon C of E (VC) Primary School

Encouraging Everyone's Light to Shine

Staff Code of Conduct

Date Ratified: July 2019

Review Date: September 2020

This code has been adapted from the Herts for Learning model code of conduct which was negotiated with the Professional Associations/Trade Unions.

Objective, Scope and Principles

This Code of Conduct is designed to give clear guidance on the standards of behaviour all school employees are expected to observe. School employees are role models and are in a unique position of influence and must adhere to behaviour that sets a good example to all the pupils within the school. As a member of a school community, each employee has an individual responsibility to maintain their reputation and the reputation of the school, whether inside or outside working hours.

As a caring school, the well-being of our staff members is paramount. We hope that this Code of Conduct will be helpful to staff in protecting themselves from any unnecessary allegation or criticism and make them feel more confident in their role because they understand the expectations and can make an informed decision about what is appropriate in their role with impunity.

This Code of Conduct applies to all employees of the school. This Code of Conduct does not form part of any employees' contract of employment.

In addition to this Code of Conduct, all employees engaged to work under Teachers' Terms and Conditions of Employment have a statutory obligation to adhere to the 'Teachers' Standards 2012' and in relation to this policy, Part 2 of the Teachers' Standards - Personal and Professional Conduct.

1. Setting an Example

- 1.1 All staff who work in schools set examples of behaviour and conduct which can be copied by pupils. Staff must therefore for example avoid using inappropriate or offensive language at all times.
- 1.2 All staff must, therefore, demonstrate high standards of conduct in order to encourage our pupils to do the same.
- 1.3 All staff must demonstrate a respectful attitude towards colleagues and pupils and use only therapeutic approaches to manage the behaviour of pupils.
- 1.4 All staff must take a zero tolerance attitude to bullying of any kind but especially homophobic, racist, gender based bullying or bullying related to any other vulnerability such as a pupil's SEND or personal circumstances. Staff should be familiar with the Church of England's document *Valuing All God's Children*,

https://www.churchofengland.org/sites/default/files/2019-06/Valuing%20All%20God%27s%20Children%20Report_o.pdf.
- 1.5 All staff must also avoid putting themselves at risk of allegations of abusive or unprofessional conduct.
- 1.6 This Code helps all staff to understand what behaviour is and is not acceptable, regard should also be given to the disciplinary rules set out in the Schools' Disciplinary Policy and Procedure.
- 1.7 All staff are expected to familiarise themselves and comply with all school policies and procedures.

2. Safeguarding Pupils

- 2.1 Staff have a duty to safeguard pupils from physical abuse, sexual abuse, emotional abuse and neglect; and from the threat of terrorism or extremism.
- 2.2 The duty to safeguard pupils includes the duty to report concerns about a pupil or colleague to one of the school's Designated Safeguarding Leads (DSL).
- 2.3 The school's DSLs are Antonia Wild and Claire Pulham.

- 2.4 Staff are provided with personal copies of the school's Child Protection Policy and Whistleblowing Procedure and staff must be familiar with these documents.
- 2.5 Staff should treat children with respect and dignity and must not seriously demean or undermine pupils, their parents or carers, or colleagues.
- 2.6 Staff should not demonstrate behaviours that may be perceived as sarcasm, making jokes at the expense of pupils, embarrassing or humiliating students, discriminating against or favouring pupils.
- 2.7 Staff must take reasonable care of pupils under their supervision with the aim of ensuring their safety and welfare.

3. Relationships with students

- 3.1 Staff must declare any relationships that they may have with pupils outside of school; this may include mutual membership of social groups, tutoring, or family connections. Staff should not assume that the school are aware of any such connections. A declaration form may be found in appendix 1 of this document.
- 3.2 Relationships with pupils must be professional at all times. Inappropriate physical relationships with students are not permitted and may lead to a criminal conviction.
- 3.3 Contact with pupils must be via school authorised mechanisms. At no time should personal telephone numbers, email addresses or communication routes via personal accounts on social media platforms be used to communicate with pupils.
- 3.4 If contacted by a pupil by an inappropriate route, staff should report the contact to the Headteacher immediately.

4. Pupil Development

- 4.1 Staff must comply with school policies and procedures that support the well-being and development of pupils.
- 4.2 Staff must co-operate and collaborate with colleagues and with external agencies where necessary to support the development of pupils.
- 4.3 Staff must follow reasonable instructions that support the development of pupils.

5. Honesty and Integrity

- 5.1 Staff must maintain high standards of honesty and integrity in their work. This includes the handling and claiming of money and the use of school property and facilities.
- 5.2 All staff must comply with the Bribery Act 2010. A person may be guilty of an offence of bribery under this act if they offer, promise or give financial advantage or other advantage to someone; or if they request, agree or accept, or receive a bribe from another person. If you believe that a person has failed to comply with the Bribery Act, you should refer to the Whistleblowing procedure for schools. For further information see the Model Anti Bribery Policy for Schools available on the Hertfordshire Grid for Learning.
- 5.3 Gifts from suppliers or associates of the school must be declared to the Headteacher, with the exception of "one off" token gifts from pupils or parents. A record will be kept of all gifts received.
- 5.4 Personal gifts from individual members of staff to individual pupils could be viewed as inappropriate and could be misinterpreted and may lead to disciplinary action.

6. Conduct outside of Work

- 6.1 Staff must not engage in conduct outside work which could seriously damage the reputation and standing of the school or the employee's own reputation or the reputation of other members of the school community.
- 6.2 In particular, criminal offences that involve violence or possession or use of illegal drugs or sexual misconduct are likely to be regarded as unacceptable.
- 6.3 Staff may undertake work outside school, either paid or voluntary, provided that it does not conflict with the interests of the school nor be to a level which may contravene the working time regulations or affect an individual's work performance in the school. All paid and any relevant voluntary position should be declared (using the school's Declaration of Interests Form).

7. E-Safety and Internet Use

- 7.1 Staff must exercise caution when using information technology and be aware of the risks to themselves and others. Regard should be given to the schools' eSafety Policy and ICT Acceptable Use Agreement at all times both inside and outside of work.
- 7.2 Staff must not engage in inappropriate use of social network sites which may bring themselves, the school, school community or employer into disrepute. Staff should ensure that they adopt suitably high security settings on any personal profiles they may have.
- 7.3 Staff should exercise caution in their use of all social media or any other web based presence that they may have, including written content, videos or photographs, and views expressed either directly or by 'liking' certain pages or posts established by others. This may also include the use of dating websites where staff could encounter pupils either with their own profile or acting covertly.
- 7.4 Contact with pupils should only be made via the use of school email accounts or telephone equipment when appropriate.
- 7.5 Photographs/stills or video footage of students should only be taken for purposes authorised by the school. Any such use should always be transparent and only occur where parental consent has been given. The resultant files from such recording or taking of photographs must be stored in accordance with the schools procedures on school equipment.

8. Confidentiality

- 8.1 Where staff have access to confidential information about pupils or their parents or carers, staff must not reveal such information except to those colleagues who have a professional role in relation to the pupil.
- 8.2 All staff are likely at some point to witness actions which need to be confidential. For example, where a pupil is bullied by another pupil (or by a member of staff), this needs to be reported and dealt with in accordance with the appropriate school procedure. It must not be discussed outside the school, including with the pupil's parent or carer, nor with colleagues in the school except with a senior member of staff with the appropriate authority to deal with the matter.
- 8.3 However, staff have an obligation to share with their manager or the school's Designated Safeguarding Lead any information which gives rise to concern about the safety or welfare of a pupil. Staff must **never** promise a pupil that they will not act on information that they are told by the pupil.

9. Dress and Appearance

- 9.1 All staff must dress in a manner that is appropriate to a professional role and promoting a professional image.
- 9.2 Staff should dress in a manner that is not offensive, revealing or sexually provocative.
- 9.3 Staff should dress in a manner that is absent from political or other contentious slogans.

10. Protection of Sensitive Data

Staff using ICT should only do so in accordance with our Online Safety Policy.

Staff should ensure that any documentation taken out of school which contains pupils' or colleagues' personal data (e.g. reports, planning, performance appraisal documentation, class lists etc) are kept private and safe.

11. Disciplinary Action

Staff should be aware that a failure to comply with this Code of Conduct could result in disciplinary action including but not limited to dismissal.

12. Compliance

All staff must complete the form in appendix 2 to confirm they have read, understood and agreed to comply with the code of conduct. This form should then be signed and dated.

Appendix 1

Relationships with students outside of work declaration

It is recognised that there may be circumstances whereby employees of the school are known to students outside of work. Examples include membership of sports clubs, family connections, or private tutoring.

Staff must declare any relationship outside of school that they may have with students.

Employee Name	Student Name	Relationship

I can confirm that I am fully aware of the code of conduct relating to contact out of school with students in line with this policy.

If I am tutoring a student outside of school I am aware that the following must be adhered to:-

- I do not, at any point, teach the child in question as part of my daily timetable - this is a stipulation of such tutoring
- I emphasise to parents that this is done completely independently of the school
- No monies come through the school at any point, informally (e.g. via the child) or formally
- No private tutoring is to take place on the school premises

I confirm that if these circumstances change at any time I will complete a new form to ensure the school are aware of any relationships.

Signed

Date

Appendix 2

Confirmation of compliance

I hereby confirm that I have read, understood and agree to comply with the school's code of conduct.

Name

Position/Post Held.....

Signed

Date

Once completed, signed and dated, please return this form to the Headteacher