

### 1. Purpose

- 1.1. The conduct, behaviour and practice of all school staff will have an influence on the development of children and young people. This code provides clear guidance on what is acceptable conduct and what is not for staff working at the school.
- 1.2. The model Code of Conduct does not cover every eventuality.

### 2. Applicability

- 2.1. This procedure applies to all staff working in the school.

### 3. Roles and Responsibilities

- 3.1. The Headteacher and senior leadership team are responsible for ensuring all staff in the school are made aware of, and adhere to, the Code of Conduct and for providing support and encouragement to ensure staff maintain the highest standards of integrity, honesty, accountability and openness.
- 3.2. All staff are responsible for reading and adhering to the Code of Conduct and for reflecting on their own conduct and practice and ensuring they meet the standards required of them.
- 3.3. Breaches of the Code of Conduct may result in disciplinary action being taken, in accordance with the school's disciplinary procedure. Serious breaches may result in dismissal from the school's employment.

### Standards

The following standards apply to all school staff.

### 4. General Conduct

- 4.1. All staff are expected to apply the principles of public life (appendix 2) and to share the values of the school in their conduct at work, demonstrating honesty and integrity at all times. In general terms, the school expects that the conduct of its staff is such that no justifiable complaint can be made by parents/carers, students, colleagues, trustees, other bodies or agencies or members of the community in relation to conduct and behaviour of school staff. Any complaints about inappropriate conduct will be dealt with fairly and reasonably, using the agreed procedures.
- 4.2. All staff are expected to use their professional expertise and judgement to put the wellbeing, development and progress of students first, within the context of their role.
- 4.3. All individuals associated with the school have the right to be treated with respect and dignity. All staff are therefore expected to treat colleagues, students, parents/carers, trustees, schools partners, other bodies or agencies or members of the community with dignity and respect.
- 4.4. Staff should not use their position within the school for any purpose other than school business.
- 4.5. The school has an agreed procedure for the management of staff discipline. All staff should make themselves aware of this procedure and the disciplinary rules which apply in the school.
- 4.6. All staff are expected to obey the law relating to their work and general conduct. Where an employee breaks the law outside of working time and the offence is one that could damage

public confidence or has a direct effect on work, the employee may be subject to the disciplinary procedure.

- 4.7. Staff are required to adhere to all health and safety policies and practices (see Working Safely – section 19).
- 4.8. The school operates a no smoking policy and smoking is not allowed within the school or school grounds.
- 4.9. Where an employee is taking prescribed drugs, he/she should inform his/her line manager where this may affect behaviour and/or performance at work.
- 4.10. Staff should inform their line manager if they are suffering from a medical condition, or have personal circumstances, that may adversely affect performance at work.

## **5. Gifts and hospitality**

- 5.1. Staff of the school may from time to time be offered gifts or hospitality, for example from students or parents/carers. The following advice should guide decisions on receipt of such gifts/hospitality:
- 5.2. In receiving any gifts or donations on behalf of the school, consideration will at all times be given to the UK Bribery Act 2010. A register shall be kept of all individual gifts costing in excess of £25, whether monetary or other, which may be received.
- 5.3. There will be no restriction on staff receiving low value gifts from students or suppliers, up to the value of £25. However, any items potentially over this value must be declared to the Finance and Business Director to make sure they do not constitute an offence under the Act.
- 5.4. All staff should refrain from accepting any form of hospitality from a potential supplier of goods or provider of services as this could be construed as bribery. However, provided prior approval is given, this may be considered acceptable. The FBD and the Headteacher will be the final arbitrators on this.

## **6. Financial and personal interests**

- 6.1. All staff must at all times be seen to be acting fairly and impartially and personal needs or interests, or those of family or friends, must not influence actions or decisions.
- 6.2. As an Academy, where an employee has a close friend, associate or relative who is providing goods or services to the school, of a kind that the employee deals with directly or monitors in the course of his/her work, this should be disclosed and the transaction is required to be such that the supplier does not make a profit and the supply is provided to the school at cost, which has to be demonstrated. Disclosures must be made in writing to the Headteacher, who will advise any other school staff who may need to know.
- 6.3. Off-duty hours are generally the personal concern of the employee, though staff must not engage in any outside activity that may conflict with the interests of the school or could damage the confidence of the community in the school or the role of the employee.

## **7. Other employment**

- 7.1. Members of the school management team must not engage in any other business or take up any additional appointment (paid or unpaid) without the written consent of the Headteacher. Consent will not be unreasonably withheld.

- 7.2. The Headteacher must not engage in any other business or take up any additional appointment (paid or unpaid) without the written consent of the Chair of Trust Board. Consent will not be unreasonably withheld and will be encouraged where this supports professional development. Any income from an additional appointment should benefit the school rather than the Headteacher.
- 7.3. Other staff may take up additional employment without consent providing the employment does not conflict with the interests of the school or in any way weaken the confidence of the community in the individual or school. Where an employee undertakes additional employment he/she must notify his/her line manager of the number of hours he/she is working per week, to comply with the requirements of the Working Time Regulations.
- 7.4. Notwithstanding 7.3 it is considered a conflict of interest for any member of staff to provide paid tutoring to a student at the school.

## **8. Confidentiality**

- 8.1. Confidential information must be managed in line with GDPR and not be disclosed to anyone who does not have a right to know. Paper-based and electronic information must be stored securely and confidentially with access limited to those who have a right to view it.
- 8.2. Staff must not disclose any information that is confidential or that, if it were made public, may lead to a breakdown in the trust and confidence the school is required to provide to the community. It may be necessary to discuss confidential information with colleagues. Where this is the case, the discussions must take place in private.
- 8.3. Staff must not disclose any information about the school/students to the press or other media unless expressly authorised to do so by the Headteacher.
- 8.4. Staff must not disclose information about the school or its students on social networking sites or such similar sites. Staff should consider the information that they include on these sites and how the information may impact on the school and its reputation. Inappropriate disclosure of information may be dealt with under the disciplinary procedure. See the school's E-safety policy.
- 8.5. Staff must not post material which damages the reputation of the school or which causes concern about their suitability to work with children and young people. Those who post material which could be considered as inappropriate could render themselves vulnerable to criticism or allegations of misconduct.
- 8.6. Staff in school should not establish or seek to establish social contact with students for the purpose of securing a friendship or to pursue or strengthen a relationship. This includes social networking sites such as Twitter and Facebook and blogging. Even if a student seeks to establish social contact, or if this occurs coincidentally, the member of staff should exercise her/his professional judgment in making a response and be aware that such social contact in person, by phone or on the internet could be misconstrued and may place the member of staff in a very vulnerable position.
- 8.7. Staff must not put confidential or sensitive information on memory sticks which have not been encrypted to ensure confidential information can't be accessed should the stick be lost or misplaced.

## **9. Recruitment and Appointment**

- 9.1. Staff involved in recruitment and appointment must apply the school's recruitment and selection processes and ensure fairness and equality is applied at all times.
- 9.2. Where an employee is involved in recruitment or making an appointment, he/she must advise his/her line manager or Headteacher where he/she is closely associated with any of the candidates (eg close friend, relative).
- 9.3. Staff applying for a post or other work-related opportunity within the school (e.g. promotion, secondment) must not seek the help or influence of school governors.

## **10. Dress and Presentation**

- 10.1. The school expects its staff to dress in a formal manner that creates a good and professional impression. (See the school's dress code policy).
- 10.2. Personal protective equipment must be worn where required.

## **11. Safeguarding**

- 11.1. All staff are responsible for following and adhering to the school's child protection and safeguarding policies and procedures.
- 11.2. All staff are expected to use the appropriate channels, as set out in the relevant procedures, to raise concerns about the practice of others if there is suspicion that their conduct has a negative impact on learning or causes harm to students.
- 11.3. Staff must inform the Headteacher as soon as reasonably practicable if they are subject to a criminal investigation or have received a conviction, caution or have been banned from working with children.

## **12. Relationships with parents and carers**

- 12.1. Staff should strive to establish productive relationships with parents/carers.
- 12.2. This includes providing parents/carers with accessible and accurate information about their child's progress, involving parents/carers in important decisions about their child's education, considering parents'/carers' views and perspectives and following the school policies on communication and involvement with parents/carers.
- 12.3. Where an interaction with a parent or carer becomes aggressive or offensive, the interaction should be ended politely and firmly, with assistance summoned where required. Risk assessments should be undertaken prior to any contact with parents/carers where aggression or violence is anticipated and the appropriate lone working procedures must be instigated.

## **13. Relationships with line manager**

- 13.1. Staff and line managers should strive to maintain co-operative and effective working relationships. Relationships should be courteous, reasonable and fair at all times.
- 13.2. Staff should carry out all reasonable and lawful instructions given by the line manager to the best of their ability.

- 13.3. Line managers should exercise any leadership and management responsibilities in a respectful, inclusive and fair way, and in accordance with school policies, contractual obligations and national standards.
- 13.4. Line managers should use the appropriate performance management frameworks to appraise the performance of direct reports and provide feedback. Line managers should provide honest, accurate and justifiable comments when providing feedback, and encourage staff to undertake training and development opportunities, within the context of the school needs and budget.
- 13.5. Line managers must ensure direct reports are aware of, and have access to, the relevant policies and procedures that affect their work.

#### **14. Working with school Trustees**

- 14.1. When working with trustees or dealing with enquiries from trustees, all staff are expected to be courteous and efficient. Staff should expect similar levels of courtesy from trustees.
- 14.2. Staff should use the appropriate school procedure (e.g. Grievance procedure) to deal with any work-related personal issues and should not engage trustees in such issues unless it is in accordance with a relevant procedure.
- 14.3. Similarly, staff should not use trustees to by-pass formal school procedures in any way, for example to influence the outcome of a disciplinary matter. This does not affect the rights of trade union representatives to take up matters on behalf of their members through appropriate channels, or for trustees to be formally involved in procedures where appropriate – for example, acting as a member of a trustee disciplinary appeal panel.
- 14.4. Staff must not try to influence trustees prior to any appointment/decision. This excludes providing views to governors as part of an information-gathering or consultation exercise.

#### **15. Working as part of a whole-school team**

- 15.1. Staff should endeavour to develop productive and supportive relationships with all school colleagues and to participate in whole-school development and improvement activities.
- 15.2. Staff should uphold all school policies and procedures and raise any concerns about the life or running of the school in an appropriate and responsible way.
- 15.3. Staff should recognise the important role of the school in the life of the community and take responsibility for upholding its reputation and building trust and confidence in it.
- 15.4. Staff should cooperate with other professionals in the children's workforce, establishing effective and productive relationships with other professional colleagues.
- 15.5. Staff should at all times ensure they act within their sphere of their own competence and responsibilities and seek clarification where this is needed.

#### **16. Respect for diversity and promoting equality**

- 16.1. All staff must act appropriately towards all children and young people, parents, carers and colleagues, whatever their socio-economic background, age, gender, sexual orientation, disability, race, religion, or caste.
- 16.2. Staff must take responsibility for understanding and complying with school policies relating to equality of opportunity, inclusion, access and bullying.

16.3. Staff should help to create a fair and inclusive school environment by taking steps to improve the wellbeing, development and progress of those with special needs, or whose circumstances place them at risk of exclusion or under-achievement.

16.4. Staff should strive to address discrimination, bullying or stereotyping, or seek assistance from their line manager or Headteacher where issues are identified.

## **17. Working with money**

17.1. Staff receiving or responsible for school money need to take particular care and must adhere to the appropriate financial procedures in the Financial Management Policy at all times.

17.2. Staff submitting claims for reimbursement of legitimate expenditure must ensure the correct procedures are followed, the details of the claim are within set limits and can be substantiated (eg with receipts).

## **18. Using the school's resources and premises**

18.1. School equipment should not be used for personal use unless authorised by the Headteacher. This includes photocopy facilities, stationery, telephones, computers and premises.

18.2. School ICT systems, particularly email and internet, should only be used for professional purposes. ICT passwords should be kept confidential at all times and not disclosed to any other individual.

## **19. Working Safely**

19.1. All school staff and members of the governing body are responsible for ensuring that a healthy and safe working environment is maintained.

19.2. Actions or omissions of any individual that place others in danger may lead to disciplinary action.

19.3. Staff are expected to:

- adhere to the school's health and safety policy and rules
- advise the Headteacher/line manager/appropriate person of any unsafe situations or practices
- take appropriate steps to ensure the health and safety of other staff, students and any other users of the school premises
- wear any safety clothing/equipment and ensure all students are wearing and use appropriate equipment
- report any injuries, accidents or near misses to the appropriate Responsible Person
- report incidents of abusive/aggressive or bullying/threatening behaviour that is experienced or witnessed to the appropriate Responsible Person
- advise line manager when taking any medication that could affect the ability to work safely; and
- comply with hygiene requirements.

## **20. Protecting the School and its standards**

- 20.1. Where an employee has reason to suspect that colleagues, senior managers or trustees are acting improperly, the employee should report these suspicions to the Headteacher (or the Chair of the Trust Board, if the suspicions concern the Headteacher). The employee will be assured the concerns, when made in good faith, will be heard without fear of victimisation, discrimination or disadvantage in accordance with the Whistleblowing policy.
- 20.2. Improper conduct can cover a wide range, including financial irregularity, abuse of students, abuse of power or position, neglect of duty, discrimination, bullying or harassment in accordance with the Whistleblowing Policy and the Fairness and Dignity at Work Policy.

**Relationship to other policies:**

- Whistleblowing Policy
- Fairness and Dignity at Work Policy
- E-Safety Policy
- Denefield School Dress Code for Staff Policy
- Financial Management Policy

Date approved by governors: June 2015

Date of next review: December 2021

## Appendix 1

### Teachers' Standards

Teachers are expected to comply with the standards of personal and professional conduct as set out in Part 2 of the [Teachers' Standards 2013](#).

- A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.
- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
  - treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
  - having regard for the need to safeguard students' well-being, in accordance with statutory provisions
  - showing tolerance of and respect for the rights of others
  - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
  - ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

## **Appendix 2**

### **The Seven Principles of Public Life (Nolan)**

#### **Selflessness**

Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

#### **Integrity**

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

#### **Objectivity**

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

#### **Accountability**

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

#### **Openness**

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

#### **Honesty**

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

#### **Leadership**

Holders of public office should promote and support these principles by leadership and example.