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| Ava Kennedy School Design | Staff Code of Conduct 2021-2022  **“by working together we learn,**  **we achieve, we care”** |

**Policy Consultation & Review**

This policy is available on the school website and on request from the school office.

This policy will be reviewed in full by the Governing Body every year. This policy was last reviewed and agreed by the Governing Body in September 2021. It is due for review in September 2022.

Signature:

Headteacher:

Date:

Signature:

Chair of Governors:

Date:

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**Statement of Intent**

Reedham Primary School and Nursery expects all pupils to receive high-quality teaching and learning in a positive and respectful environment.

Employees at the school should understand that their own behaviour, and the manner in which they conduct themselves with their colleagues, pupils, parents and other stakeholders, sets an example.

We recognise that the majority of staff members act appropriately and treat each other with

dignity and respect; however, we consider it important to clarify the expected standards.

This policy forms part of a staff member’s contract of employment and failure to comply with

It, and with the associated school policies, may result in disciplinary action being taken, including legal action where this is warranted.

**This document applies to all staff members who are;**

* Employed by the school, including the headteacher and volunteers.
* Employed in units or bases that are attached to the school.

**This document does not apply to;**

* Peripatetic staff members who are centrally employed by the LA.
* Employees of external contractors.

These employees are governed by their employment contracts and any relevant laws

pertaining to their activities within the school, for example, the GDPR.

Signed by;

Headteacher Date;

Chair of Governors Date;

**1. Legal framework**

1.1. This policy has due regard to all legislation including, but not limited to, the following:

* The General Data Protection Regulation (GDPR)
* The Data Protection Act 2018
* The Education Act 2002
* The Children Act 1989
* The Working Time Regulations 1998 (as amended)
* Sexual Offences Act 2003

1.2. This policy also has due regard to statutory guidance including, but not limited to, the following:

* DfE (2019) ‘Keeping children safe in education’
* DfE (2018) ‘Working Together to Safeguard Children’

1.3. This policy operates in conjunction with the following school policies and documents:

* Safeguarding Policy
* Health and Safety Policy
* Data Protection & GDPR Policy (inc. Photography Policy)
* Equalities Policy
* Intimate Care Policy
* Positive Handling Policy
* Online Safety Policy
* Acceptable Use Agreement
* Staff Code of Conduct 2018
* Whistleblowing Procedure (see ‘Safeguarding Induction Sheet’)
* Leave and Time Off & Allegations of Abuse Against Staff (see LA ‘HR Info space’)

**2. Safeguarding pupils**

2.1. In accordance with ‘Keeping children safe in education’, all staff members have a responsibility to safeguard pupils and protect their welfare.

2.2. All staff members have a responsibility to ensure that they provide a learning environment in which pupils feel safe, secure and respected.

2.3. To effectively safeguard pupils, staff members are required to follow the procedures outlined in this Staff Code of Conduct and the Safeguarding Policy, ensuring that they do not act in a way that may put pupils at risk of harm, or lead others to question their actions.

2.4. In accordance with the school’s Safeguarding Policy, staff members will be prepared to identify pupils who may be subject to, or at risk of, abuse and neglect, and will follow the necessary reporting and referral procedures.

2.5. Any staff member that has concerns about a staff member’s actions or intent that may lead to a pupil being put at risk of harm will report this in line with the Whistleblowing Procedure to the headteacher immediately so appropriate action can be taken.

2.6. If the concern is regarding the headteacher, staff will report this directly to the chair of governors.

2.7. All staff will partake in the appropriate safeguarding and child protection training; additionally, all staff will receive regular safeguarding and child protection updates but at least annually.

2.8. Staff will be aware that confidentiality will never be promised to a pupil — staff will understand the procedure for if a pupil discloses a potential safeguarding issue, in accordance with the school’s Safeguarding Policy.

**3. Appearance and Dress**

3.1. The school expects that staff members will:

* Ensure that their appearance is clean and neat when at work or representing the school.
* Dress in a manner that is appropriate to their role.
* Remember that they are role models for pupils, and that their dress and appearance should reflect this.
* Not dress in a way that would cause embarrassment to pupils, parents, colleagues or other stakeholders.
* Cover any tattoos or body art whilst in school; small earrings are acceptable, but all other body piercings must be removed.

**4. Attendance**

4.1. The school expects that staff members will:

* Attend work in accordance with their contract of employment and associated terms and conditions in relation to hours, days of work and holidays.
* Make routine medical and dental appointments outside of their working hours or during holidays where possible.
* Refer to the school’s Leave & Time Off Policy if they need time off for any reason other than personal illness.
* Follow the school’s absence reporting procedure when they are absent from work due to illness or injury.

**5. Professional Behaviour and Conduct**

5.1. Staff members are expected to treat other colleagues, pupils, parents, and external contacts with dignity and respect.

5.2. The use of foul and abusive language will not be tolerated.

5.3. Discrimination, bullying, harassment or intimidation, including physical, sexual and verbal abuse, will not be tolerated.

5.4. Staff members will not misuse or misrepresent their position, qualifications or experience, or bring the school into disrepute.

5.5. Staff members will inform the headteacher if they are subject to a criminal conviction, caution, ban, police enquiry, investigation or pending prosecution.

5.6. Staff will be aware that professional behaviour and conduct is expected to be extended to extra-curricular trips and visits too. All staff attending a trip or visits will act in accordance with this policy.

**6. Conduct Outside of Work**

6.1. Staff may undertake work outside school, either paid or voluntary, provided that it does not conflict with the interests of the school. The nature of the work cannot be seen to bring the school into disrepute, nor be at a level which may contravene the working time regulations or affect an individual’s work performance.

6.2. Staff will not engage in 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. In particular, criminal offences that involve violence, possession or use of illegal drugs or sexual misconduct are unacceptable.

6.3. Staff will not engage in inappropriate use of social network sites which may bring themselves, the school, school community or employer into disrepute.

This is explored further in section 15.

**7. Smoking, Alcohol and Other Substances**

7.1. Staff will not smoke on, or within a 500 metre radius of, the school premises.

7.2. Staff will not smoke whilst working with or supervising pupils off-site, such as when on educational visits and trips.

7.3. The taking of illegal drugs or alcohol during working hours is unacceptable and will not be tolerated. Staff members must never attend work under the influence of alcohol or illegal drugs.

7.4. If alcohol or drug usage impacts on a staff member’s performance, the school has the right to discuss the matter with the employee and take appropriate action in accordance with the school’s disciplinary procedures, including referral to the police.

**8. Health and Safety**

8.1. Staff members will:

* Be familiar with and adhere to the school’s Health and Safety Policy and ensure that they take every action to keep themselves and everyone in the school environment safe and well.
* Comply with health and safety regulations and use any safety equipment and protective clothing which is supplied to them.
* Comply with hygiene requirements.
* Comply with accident reporting requirements.
* Inform the headteacher of any paid work which is undertaken elsewhere, for compliance with The Working Time Regulations 1998 (as amended).

**9. Declaration of Interests**

9.1. Staff members are required to declare their interests, both personal and financial, where the group or organisation they are affiliated with would be considered to be in conflict with the ethos of the school.

9.2. For the purposes of this policy, a financial conflict of interest is one where there is, or appears to be, opportunity for personal financial gain, financial gain for close relatives or friends, or where it may be reasonable for a third party to take the view that financial benefits may affect an individual’s actions.

9.3. The term financial interest’ means anything of monetary value, including the following:

* Payments for services
* Equity interests
* Intellectual property rights
* Hospitality or gifts

9.4. Examples of financial interests that must be declared include, but are not limited to, equity interests in services considered for use by the school.

9.5. Non-financial conflicts of interest can also come into conflict, or be perceived to come into conflict, with an individual’s obligations or commitments to the school. These interests may include any benefit or advantage including, but not limited to, direct or indirect enhancement of an individual’s career or gain for immediate family or someone with whom the individual has a close relationship.

9.6. Examples of situations that could give rise to non-financial conflicts of interest include the following:

* Pressure or temptation to accept gifts, inducements or hospitality
* Participating in the appointment, hiring, promotion, supervision or evaluation of a person with whom the individual has a close personal relationship
* Where a member of staff has or develops a close personal relationship with a colleague

9.7. Membership to a trade union or staff representative group does not need to be declared.

9.8. Staff members will also carefully consider whether they need to declare their relationship with any individual where this might cause a conflict with school activities.

9.9. Failure to make a relevant declaration of interests is a very serious breach of trust and, therefore, if employees are in doubt about a declaration, they are advised to contact the school or trade union.

9.10. All declarations, including nil returns, will be submitted in writing to the headteacher for inclusion on the Register of Business Interests.

**10. Relationships with Pupils**

10.1. The school expects that staff will:

* Maintain professional boundaries and relationships with pupils at all times, and will consider whether their actions are warranted, proportionate, safe and necessary.
* Act in an open and transparent way that would not lead to others questioning their actions.
* Ensure that they do not establish social contact with pupils for the purpose of securing a friendship, or to pursue or strengthen a relationship.
* Ensure that they do not develop personal or sexual relationships with pupils: this includes sexual remarks and discussing their own sexual relationships with, or in the presence of, pupils.
* Only contact pupils via the school’s established mechanisms: personal
* Phone numbers, email addresses or social media platforms will not be used to contact pupils.

10.2. Under the Sexual Offences Act 2003, it is an offence for a person aged 18 or over to have a sexual relationship with a child under 18 where that person is in a position of trust in respect to that child, even if the relationship is consensual.

**11. Physical Contact with Pupils**

11.1. The school understands that there are circumstances in which it is entirely necessary for staff to have physical contact with pupils, e.g. when applying first aid and assisting with intimate care, but staff will only do so in a professional and appropriate manner in line with relevant school policies.

11.2. When physical contact is made with pupils, it is imperative that it is conducted in a way which is responsive to the pupil’s needs, is of limited duration and is appropriate to their age, stage of development, gender, ethnicity and background.

11.3. Staff will seek the pupil’s permission, where possible, before initiating contact.

11.4. Staff will always use their professional judgement when determining what physical contact is appropriate, as this may differ between pupils. As such, the pupil’s feelings and wishes will always be taken into account.

11.5. Staff will never touch a pupil in a way which is indecent and will always be prepared to explain their actions.

11.6. Staff will be aware that even well-intentioned physical contact may be misconstrued by a pupil, an observer or by anyone to whom this action is described and, therefore, will be prepared to justify their actions.

11.7. Staff will not engage in rough play, tickling or play fights with pupils.

11.8. Extra caution will be taken where it is known that a pupil has previously suffered from abuse or neglect.

11.9. Physical contact will never be secretive; if a member of staff believes an action could be misinterpreted, this will be reported to the headteacher and appropriate procedures will be followed.

11.10. Where it is necessary in PE classes for teachers to demonstrate use of equipment, this will be conducted with another member of staff if possible. If a pupil is required to participate, their consent will be given before doing so.

11.11. If a child is in distress and in need of comfort as reassurance, staff may use age-appropriate physical contact, such as placing their hand on the pupil’s shoulder or arm, or a ‘side hug’. Staff will remain self-aware of their actions at all times and ensure that their contact is not threatening, intrusive or subject to misinterpretation.

11.12. Staff may also use reasonable force as a means of physical contact with pupils for restraint purposes, such instances will always be in accordance with the school’s Positive Handling Policy.

**12. Showering and Changing**

12.1. Pupils are entitled to respect and privacy whilst they are changing before/after PE; however, a level of supervision is required to ensure that pupils are safe, and that they are not subjected to bullying.

12.2. The supervision will be appropriate to the needs and ages of the pupils, and sensitive to the potential for embarrassment.

12.3. Staff will announce their intention of entering the changing room or classroom to allow pupils to maintain their privacy.

12.4. Staff will never change or shower in the same area as pupils.

**13. Transporting Pupils**

13.1. When it is necessary to transport pupils off-site, staff will ensure that the transport arrangements of the vehicle meet all legal requirements, they have an appropriate licence and the vehicle is roadworthy, has a valid MOT certificate and is insured.

13.2. Staff will gain consent from parents before transporting pupils and will be aware that the welfare of all pupils in the vehicle is their responsibility.

13.3. Two or more staff will be present in the vehicle to avoid any discrepancy regarding safeguarding concerns.

**14. Financial Inducements**

Staff members will:

14.1 Familiarise themselves and comply with the school’s financial regulations.

14.2 Declare to the governing board, in writing, any gifts received, with the exception of:

* Low cost, functional items suitable for business rather than personal use and displaying the supplier’s logo - these items may be accepted.
* Gifts offered by parents or pupils to school staff to express their gratitude, but staff members should always refuse monetary gifts.
* Hospitality in the form of meals and drinks where it is part of a normal business meeting.
* Authorised visits to exhibitions, demonstrations, conferences, business meals and social functions in connection with the school’s business, which shall be at the school’s expense.
* Not accept a personal gift, payment, or other incentive from a business contact - any such gifts should be returned.
* Declare any gift that cannot be returned to the governing board, who will decide how it will be used.
* Only accept offers to specific events after authorisation from the governing board.

**15. Online Safety (e-safety)**

15.1. Staff will adhere to the procedures outlined in the school’s Online Safety Policy and Acceptable Use Agreement at all times.

15.2. Staff are required to employ the highest security settings on any personal profiles they may have.

15.3. Staff will not engage in inappropriate use of social networking sites including contacting pupils or their family members, accepting or inviting friend requests from pupils or their family members, or following pupils or their family members on social media.

15.4. The school understands that some staff members are also parents of pupils at the school and, therefore, may wish to contact other parents. When doing so, staff will exercise their professional judgement and will not contact family members on social media if this would lead to a conflict of interest.

15.5. Staff will remain mindful of their use of social media and their web-based presence including written content, videos or photographs, and views expressed directly or indirectly which may bring themselves, the school or the school community into disrepute.

**16. Premises, Equipment and Communication**

16.1. School equipment and systems are available only for school-related activities and will not be used for the fulfilment of another job or for personal use, unless specifically authorised by the headteacher.

16.2. Illegal, inappropriate or unacceptable use of school equipment or communication systems may result in disciplinary action and, in serious cases, could lead to an employee’s dismissal.

16.3. Employees receiving inappropriate communication or material, or who are unsure about whether something he/she proposes to do might breach this policy, should seek advice from the headteacher.

16.4. The school reserves the right to monitor emails, phone calls, internet activity or document production, principally in order to avoid offensive or nuisance material and to protect systems from viruses, but also to ensure proper and effective use of systems.

16.5. Communication systems may be accessed when the school suspects that the employee has been misusing systems or facilities, or for the investigation of suspected fraud or other irregularity. Access will be secured by the IT manager, only with the permission of the governing body.

16.6. Passwords should not be shared and access to computer systems must be kept confidential except on the express request of the headteacher or IT manager. Breaches of this confidentiality may be subject to disciplinary action.

16.7. School equipment that is used outside the premises, e.g. laptops, will be returned to the school when the employee leaves employment or if requested to do so by the headteacher.

16.8. Personal mobile phones should not be visible to pupils during the school day unless in emergencies.

**17. Photography and Videos**

17.1. Photographs and videos will only be taken using school equipment - using personal mobile phones for this purpose is prohibited, in accordance with the school’s Photography and Videos at School Policy.

17.2. Consent for taking photographs will be obtained from parents or the pupil themselves, if they are deemed old enough and able to make the decision for themselves.

17.3. The age of consent that is legislated is 13 and above; however, this is only applicable for online services provided directly to children. For everything else, an appropriate age for consent is considered on a case-by-case basis by the DPO, headteacher and a pupil’s parents (where appropriate).

17.4. Pupils who have not provided consent, either personally or via their parents, to have their photograph taken or be filmed will have their wishes respected, in line with the Photography and Videos in School Policy.

17.5. The headteacher will be notified of the proposed use of the imagery or video and the equipment and ensure that the use of such is included in lesson plans where this is necessary.

17.6. All photographs and videos will be available for scrutiny, and staff will be prepared to justify the images or footage taken.

17.7. Careful consideration will always be given to the activities which are being filmed or photographed, to ensure that images or videos are not indecent and cannot be misused.

**18. Data Protection and Confidentiality (also see Appendix A — Data Security)**

18.1. Regarding personal and sensitive data, staff members are required, under the GDPR, to:

18.2. Consider the legal basis for collecting the data, ensuring that this is documented.

18.3. Ensure that the data is stored on a GDPR-compliant server, and that the data is not held for any longer than necessary.

18.4. Securely dispose of the data when the relevant retention period ends.

18.5. Staff members will not disclose sensitive information about the school, its employees or the LA to other parties.

18.6. The only exception whereby it is acceptable for a staff member to disclose information that would otherwise be considered confidential is when the confidential information gives rise to concerns about the safety or welfare of a pupil.

18.7. Staff members have the right to request access to data that is held about them. Such requests will be made to the headteacher in writing in accordance with the school’s Data Protection Policy (GDPR).

**19. Probity of Records**

19.1. The deliberate falsification of documents, such as references, academic qualifications or legal documents is unacceptable. Where a staff member falsifies records or other documents, including those held electronically, this will be regarded as a serious disciplinary matter and potentially a criminal offence.

**20. Contacts**

20.1, Staff members will not use school business contacts for acquiring materials or services at trade/discount prices for non-school activities, unless participating in concessionary schemes arranged by trade unions or other such groups.

**21. Monitoring and Review**

21.1. This policy will be reviewed on an annual basis by the headteacher and any changes made will be communicated to all members of staff.

21.2. All members of staff are required to familiarise themselves with this policy as part of their induction programme.

**Staff Code of Conduct**

**Appendix A - Data Security**

This policy sets out Reedham Primary School and Nursery’s requirements for each member of staff to protect any documents or records which are kept at their desk/workstation either temporarily or permanently and covers records in all formats including:

* Paper
* Electronic documents
* Emails
* Visual images such as work related photographs
* Audio and video, CD5, DVD5
* Memory sticks and portable hard drives
* Databases

Paper records which are left on desks/workstations overnight or for long periods of time are at risk of theft, unauthorised disclosure and damage. By ensuring that staff securely lock away all papers at the end of the day, when they are away at meetings and over lunchtime this risk can be reduced. Security risks of unauthorised access to electronic records are also prevalent when PC/laptop screens are left unattended.

Clear desks and clear screens also ensure that the school projects a professional and efficient image to visitors, members of the public and colleagues.

**1. Responsibility**

Reedham Primary School and Nursery is responsible for this policy and the headteacher is responsible for communicating the contents of this policy to all staff, ensuring it is complied with. It is important that all staff understand what is required of them and comply with this policy.

All staff are responsible for ensuring the information on their desk/workstation or screen is adequately protected in compliance with all relevant school policies and procedures.

This policy applies to everyone who has access to the school’s information, information assets or IT equipment. This may include, but is not limited to employees of the school, Governors, temporary workers, partners and contractual third parties. All those who use or have access to school information must understand and adopt this policy and are responsible for ensuring the security of the school’s information systems and the information that they use or handle.

**2. Purpose and Application**

2.1 If you are going to be away from your desk for an extended period of time, you should ensure you have taken reasonable measures to prevent unauthorised access to confidential information.

2.2 This policy sets out the measures you are expected to take as a minimum.

2.3 This policy applies to all staff, Governors, temporary workers, partners and contractual third parties.

**3. Requirements**

**Clear Screen**

3.1 Lock your computer (ctrl-alt-delete) when you are away from your desk, if anticipating an absence of 30 minutes or more, log off or shutdown the computer. This also applies when using a laptop. If you are unsure how to lock your computer, seek advice immediately.

3.2 Protect screensavers with a password.

3.3 Shut your computer down completely when leaving the office/classroom for the day.

3.4 Be aware of the position of the screen on your workstation. Wherever possible, ensure that it cannot be seen by unauthorised people while in use.

3.5 Ensure that you select an appropriately located printer where you are able to retrieve your printing immediately.

**Clear Desk**

3.6 Keep offices and classrooms as uncluttered as possible - desks should be clear of unnecessary items.

3.7 Do not leave personal confidential information for others to find. An easy way to comply with the clear desk procedure is to work with electronic documents whenever possible “Do you need to print it”?

3.8 Store confidential papers (including seating plans with EAL/SEN/PP and Health data) out of sight. Plans in daily use could have a cover sheet as a practical measure. Personal confidential information must be locked away when not in use and never left unattended. Ideally, all staff should leave their desk paper free at the end of the day.

3.9 Dispose of any confidential information in designated confidential waste facilities/shredders. Never put documents containing sensitive, personal or corporate

sensitive information in the general waste bins.

3.10 All Portable computing and data storage devices such as encrypted USB data sticks, mobile phones and laptops should be placed out of sight (including whilst in a car or residential home), preferably locked away at the end of the working day.

**Security**

3.11 Staff are responsible for the security of devices and data when it is offsite. Devices

and data should be transported from one secure location to another and should be secured ¡n transit.

3.12 Unencrypted storage devices should NEVER be used and should be destroyed.

3.13 Only school issued laptops should be used at home.

3.14 Refrain from using email attachments containing personal information unless absolutely necessary.

**4. Reporting Breaches**

4.1 All members of staff have an obligation to report actual or potential data protection

compliance failures to the Headteacher. This allows the school to:

* investigate the failure and take remedial steps if necessary
* maintain a register of compliance failures
* notify the Information Commissioner’s Office of any compliance failures that are material either in their own right or as part of a pattern of failures

4.2 The headteacher will assist with any compliance failure and establish a reporting procedure.

**5. Training**

5.1 All staff will receive training and/or be made aware of this policy. New joiners will receive

training or Information as part of the induction process and further training will be provided where necessary, including where there is a substantial change in the policy or procedures.

5.2 The headteacher will continually monitor training needs.

**6. Failure to Comply**

6.1 Failure to comply with any requirement of this policy may lead to disciplinary action under the school’s procedures.