

# INCLUSIVE | MULTI ACADEMY TRUST

## CODE OF CONDUCT FOR EMPLOYEES POLICY

DOCUMENT DETAIL	
Policy Reference Number	22
Approving Body	Trust Board
Author	Sharon Carlyon
Scheduled Review	Triennial
Date of Policy	October 2017
Next review	October 2020

Section Title	Page No.
Objective, Scope and Principles	3
Setting an Example	3
Safeguarding Pupils / Students	3
Relationships with Students	3
Pupil / Student Development	4
Honestly and Integrity	4
Conduct outside of Work	4
E-Safety and Internet Use	4
Confidentiality	5
Dress and Appearance	5
Disciplinary Action	5
Compliance	5

## Objective, Scope and Principles

This Code of Conduct is designed to give clear guidance on the standards of behaviour all Trust employees are expected to observe. Trust 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/students within the Trust. As a member of a school community, each employee has an individual responsibility to maintain their reputation and the reputation of the Trust and its schools, whether inside or outside working hours.

This Code of Conduct applies to all employees of the Trust. 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.

## Setting an Example

- All staff who work in schools set examples of behaviour and conduct which can be copied by pupils/students. Staff must therefore for example avoid using inappropriate or offensive language at all times.
- All staff must, therefore, demonstrate high standards of conduct in order to encourage our pupils/students to do the same.
- All staff must also avoid putting themselves at risk of allegations of abusive or unprofessional conduct.
- 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 Trusts' Disciplinary Policy and Procedure.
- All staff are expected to familiarise themselves and comply with all Trust policies and procedures.

## Safeguarding Pupils / Students

- Staff have a duty to safeguard pupils/students from physical abuse, sexual abuse, emotional abuse and neglect
- The duty to safeguard pupils/students includes the duty to report concerns about a pupil/student or colleague to the school's Designated Senior Person (DSP) for Child Protection.
- The Trust's DSP is James Roach. He is supported by DSPs within the schools, Phillippa Garn at Beechfield School, Jessie Bruce at Cherry Tree School at Seb Gray at Laurance Haines School.
- Staff are provided with personal copies of the Trust's Child Protection Policy and Whistleblowing Procedure and staff must be familiar with these documents.
- Staff should treat children with respect and dignity and must not seriously demean or undermine pupils, their parents or carers, or colleagues.
- Staff should not demonstrate behaviours that may be perceived as sarcasm, making jokes at the expense of students, embarrassing or humiliating students, discriminating against or favouring students.
- Staff must take reasonable care of pupils/students under their supervision with the aim of ensuring their safety and welfare.

## Relationships with Students

- Staff must declare any relationships that they may have with students outside of school; this may include mutual membership of social groups, tutoring, or family connections. Staff should not assume that the Trust are aware of any such connections. A declaration form may be found in appendix 1 of this document.
- Relationships with students must be professional at all times, physical relationships with students are not permitted and may lead to a criminal conviction.
- Contact with students 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 students.

- If contacted by a student by an inappropriate route, staff should report the contact to the Headteacher immediately.

### Pupil / Student Development

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

### Honestly and Integrity

- Staff must maintain high standards of honesty and integrity in their work. This includes the handling and claiming of money and the use of Trust property and facilities.
- 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 Policy. For further information see the Anti Fraud and Corruption Policy.
- Gifts from suppliers or associates of the school must be declared to the Headteacher, with the exception of “one off” token gifts from students or parents. Personal gifts from individual members of staff to students are inappropriate and could be misinterpreted and may lead to disciplinary action. A record will be kept of all gifts received. Please refer to the Gifts and Hospitality Policy for further details.

### Conduct Outside of Work

- Staff must not engage in conduct outside work which could seriously damage the reputation and standing of the Trust or its schools or the employee’s own reputation or the reputation of other members of the school community.
- In particular, criminal offences that involve violence or possession or use of illegal drugs or sexual misconduct are likely to be regarded as unacceptable.
- 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.

### E-Safety and Internet Use

- Staff must exercise caution when using information technology and be aware of the risks to themselves and others. Regard should be given to the Trusts’ Online Safety Policy at all times both inside and outside of work.
- Staff must not engage in inappropriate use of social network sites which may bring themselves, the Trust, 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. Please see the Social Media Policy for further details.
- 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 students either with their own profile or acting covertly.
- Contact with students should only made via the use of school email accounts or telephone equipment when appropriate.
- Mobile phones may be used to take photographs/stills or video footage of students, for purposes authorised by the school. All images taken must be downloaded and erased from the phone before leaving the premises. 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.

## Confidentiality

- Where staff have access to confidential information about pupils/students 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/student.
- All staff are likely at some point to witness actions which need to be confidential. For example, where a pupil/student is bullied by another pupil/student (or by a member of staff), this needs to be reported and dealt with in accordance with the appropriate Trust procedure. It must not be discussed outside the school, including with the pupil's/student'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.
- However, staff have an obligation to share with their manager or the school's Designated Senior Person any information which gives rise to concern about the safety or welfare of a pupil/student. Staff must **never** promise a pupil/student that they will not act on information that they are told by the pupil/student.

## Dress and Appearance

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

## Disciplinary Action

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

## 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.