



Code of Conduct

Introduction

This document outlines the School expectation in relation to employee conduct and outlines the School responsibility to the employee. This document mainly refers to conduct expected in the work place but may also cover conducted when representing the School e.g. whilst at training, attending work related functions or activities on social media that may affect the reputation of the School.

It should also be used in conjunction with other relevant policies and standards such as professional standards, child protection and safeguarding policies, behaviour policy, contract of employment/written statement of particulars, to name but a few.

Given the nature of this establishment, this document should also be a guide to assist in ensuring children's and employees safety. It therefore explains the responsibilities the School has toward employees and children/pupils on a whole school basis

This code should be reviewed regularly by Governors and reissued to staff after the review.

Duty of Care

This School has a duty of care to the pupils/children within it and also to all employees.

This duty should be at the heart of all employee and employer practice.

Pupils/children – employees within this School have a duty to keep pupils/children safe and protect them from harm. Given the position of trust this places employees in, employees are expected to take reasonable steps to ensure pupils/children's safety and wellbeing. **Please refer to Safeguarding policy**

Employees – employers should provide a safe working environment and appropriate guidance regarding safer working practices. They should also ensure that employees are treated fairly and reasonably in all circumstances. Employees will be informed of all relevant policies as part of their induction. Where a new or revised policy is adopted, the School will ensure each employee has access to it.

In addition, each employee has a personal duty to take care of themselves and anyone else who may be affected by their actions or failings.

Employees should:

- Understand the responsibilities of their role and the sanctions should these not be followed
- Act and be seen to act in the pupil's/child's best interest
- Act in a way to protect the Schools reputation
- Avoid conduct which could lead to question over motivation and intentions
- Act in line with School policy and procedure
- Take responsibility for their own actions and behaviour
- Speak up promptly about any concerns they have

Employers should:

- Clarify what is expected about an employee at work and where relevant, outside of work
- Provide a safe and healthy working environment
- Support for your rights and recognise diversity
- Foster a culture of openness and support
- Ensure that appropriate policies are adopted, implemented, monitored and reviewed e.g. employee policies, safeguarding, child protection, code of conduct
- Ensure that employees have access to and understand guidance, related policies and systems that are in place
- Ensure that employees are not placed in a vulnerable position
- Ensure that those who provide services or activities are aware of safeguarding policies and procedures
- Treat employees reasonably and fairly

Complaints

Should an employee have a concern with the way in which they are being treated by their employer, the Grievance process should be followed. Advice should be sought by the employee from their relevant trade union.

Should an employee have a complaint relating to the School then they should use the relevant policy e.g. Speak Up, Child Protection and Safeguarding Policy or Schools complaints policy.

Should the employer have concerns regarding employee conduct, the employer should always try to resolve the matter at the lowest possible level i.e. through discussion with the employee. For more serious matters, the School may need to refer to the relevant employment policy e.g. discipline.

Code of conduct

This code covers a number of situations but does not cover all eventualities. Where it is necessary to refer to a specific School policy, this will be noted.

As stated in the introduction, a 'Professional Code of Conduct' is also provided as part of an employee's written statement of particulars which should be adhered to and used in conjunction with this document. The document produced by the Government Offices for the English Regions- "Guidance for Safer Working Practice for Adults Who Work With Children and Young People" is universally regarded as a best practice guide to work alongside local policies.

1. Dress and Appearance

All employees should dress in a manner that is appropriate for their role, individuals they work with and work they undertake.

Clothing and appearance should not:

- cause embarrassment or give rise to any misunderstanding
- be likely to be viewed as offensive, revealing or sexually provocative
- be considered to be discriminatory or culturally sensitive
- be political or represent contentious slogans

2. Behaviour

All employees have a responsibility to maintain public confidence in both the School and their own ability to provide an outstanding level of education and care whilst safeguarding the welfare and best interest of the pupils/children they are responsible for.

Equally, all employees should be able to carry out their duties in an environment where all individuals treat each other fairly and with respect and dignity. Acts of discrimination, harassment or bullying, intentional or otherwise, will not be tolerated.

Employees should foster an approach which is aligned to the ethos of the School and understand the Schools behaviour policy. Therefore employees can expect to be treated reasonably and fairly.

It is not acceptable to behave in a manner which could question an employee's suitability to work with pupils/children or encourage others to make unprofessional comments or comments which could cause offense.

This level of behaviour is to be expected at all times when representing the School which includes attending such events as training and work related social functions.

With the rise of social media, it is not acceptable for employees to behave in such a way that would not uphold public confidence within the school. **Please refer to the social media section 6 & the Social Media Policy.**

3. Confidentiality

Employees can expect to have their personal information secured confidentially. Personal matters should also be kept in the strictest of confidence.

Employees within the School may have access to private or sensitive information about the pupils/children within the School. These details must be kept confidential and only shared when it is in the child's best interest to do so.

Storage of any such information should be in line with the Data Protection Act 1998.

Employers should ensure that employees are clear on confidentiality.

Employees need to know who to report concerns to. Failing that, employees should report concerns to a senior member of the School. **Please refer to Safeguarding policy.**

4. Data Protection

The Data Protection Act 1998 (DPA 1998) establishes a framework of rights and duties which makes personal information safe. Personal information is information about a living individual, who can be identified from the information.

This School is committed to protecting the privacy of individuals and handles all personal information in a manner that complies with the DPA 1998. It is the **personal responsibility** of all employees (temporary or permanent), Governors, contractors, agents and anyone else processing information on our behalf to comply with this policy.

Any deliberate breach of this policy could amount to a criminal offence under one or more pieces of legislation, for example the Computer Misuse Act 1990 and the DPA 1998. All breaches will be investigated and appropriate action taken.

5. Gifts

Employees should not receive or accept gifts, loan, fees, hospitality or other reward which influences the way in which duties are carries out.

Employees have a responsibility to report any such reward or suspicions of any such awards to a **member of the leadership team or Chair of governors.**

6. Use of Internet and Social Media

The use of the Internet and Social Media in the work place can be very useful but also can be open to misuse. Employees must take every step to protect themselves when using such 'media' and **must refer to the Social Media policy.**

Employees must also be careful when using social media personally to ensure that no activity relates negatively on the School reputation. Should such information be brought to the Schools attention, the disciplinary process may be followed.

7. Whistle Blowing – Speak Up

If you have any concerns that there may be a breach of a code of conduct, it is important that you speak up. Speaking up early helps to protect you, makes investigations easier and could protect the School reputation. **Please refer to the Speak Up Policy.**

8. Raising Concerns – Safeguarding

All schools have a stand-alone Child Protection and Safeguarding in Schools Policy with appropriate appendices

Specific safeguarding issues:

To ensure that our pupils are protected from harm, we need to understand what types of behaviour constitute abuse and neglect (Annex A). Staff are made aware of specific safeguarding issues (listed below) through child protection training, reading up to date guidance such as Keeping Children Safe in Education July 2016 and accessing SSCB procedures at <http://www.safeguardingshropshireschildren.org.uk> .

Schools are to ensure that the DSL is continually updated in all areas below. They must be familiar with the referral pathways and specific toolkits and guidance available on the SSCB website.

Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues. For example information for schools and colleges can be found on the TES, MindEd and the NSPCC websites. School and college staff can access government guidance as required on the issues listed below via GOV.UK and other government websites.

- Bullying including cyberbullying
- Children missing education
- Child missing from home or care
- Child sexual exploitation (CSE)
- Domestic violence
- Drugs
- Fabricated or induced illness
- Faith abuse
- Female genital mutilation (FGM)
- Forced marriage
- Gangs and youth violence
- Gender-based violence/violence against women and girls (VAWG)
- Hate
- Mental health
- Missing children and adults strategy
- Private fostering
- Preventing radicalisation
- Relationship abuse
- Sexting
- Trafficking

On a general level the highest standards of safeguarding conduct are expected from the whole school community. It is important to note that in particular well known and peripheral areas of safeguarding concern should be paramount to a child's welfare namely;

- Four Defined Categories of Abuse-Sexual, Emotional, Physical and Neglect as defined on "Working Together" 2015
- Bullying-In all forms that it takes in that it may transgress across the four defined areas above
- Extremism (Prevent Campaign-April 2014 now rolled out Nationally)

Namely, that we expect staff to encourage pupils to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. Staff should ensure that partisan political views are not promoted in the teaching of any subject in the school and where political issues are brought to the attention of pupils, reasonably practicable steps have been taken to offer a balanced presentation of opposing views to pupils.

- Female Genital Mutilation (FGM)-Multi Agency Practice Guidelines HM Government 2014
- Children That Have Gone Missing (T&W Missing Children Process 2014)
- Forced Marriage-"Handing Cases of Forced Marriage" Multi Agency Practice Guidelines HM Government June 2009
- Children Missing From Education-Whether Authorised or Not
- Poor/Irregular Attendance (Protocol for Identifying and Maintaining Contact with Children Not Receiving Education)
- Children Abused Through Exploitation (CATE)-T&W Pathway Process

School Child Protection and Safeguarding Policies will take account of all these issues and therefore staff conduct in addressing any safeguarding concerns is paramount and doing nothing not being an option.

9. Conflicts of Interest

Employees must be mindful to avoid personal circumstances which could lead to conflict of interest.

10. Health & Safety

The School will endeavour to abide by Health and Safety legislation to ensure the safety and well-being of employees at work.

Employees are expected to follow appropriate Health and Safety guidance to keep themselves safe at work. Employees also have their own duty of care to take care of themselves and anyone else affected by their actions or failings. **Please see health and safety policy.**