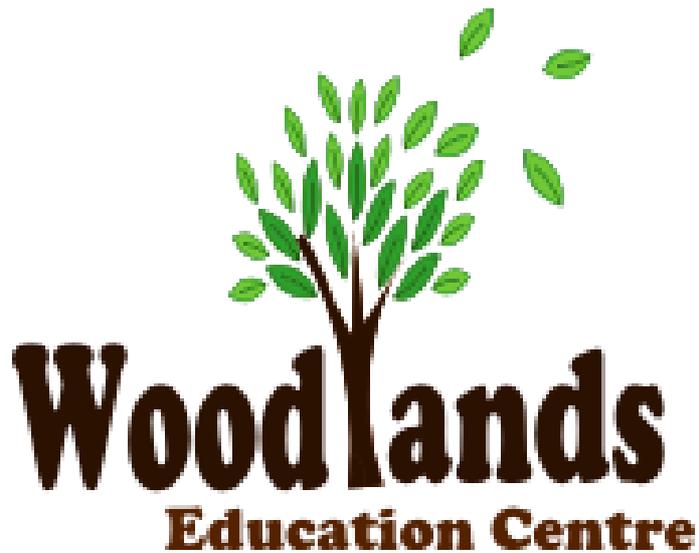


STAFF

CODE OF CONDUCT



Current document may be accessed under the policies tab at:
www.woodlandsec.org.uk

Document Control

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1. Aims, scope and principles

This policy aims to set and maintain standards of conduct that we expect all staff to follow (Including Volunteers).

By creating this policy, we aim to ensure our Centre is an environment where everyone is safe, happy and treated with respect.

Many of the principles in this code of conduct are based on the [Teachers' Standards](#).

Woodlands Education Centre staff have an influential position in the school, and will act as role models for pupils by consistently demonstrating high standards of behaviour.

We expect that all teachers will act in accordance with the personal and professional behaviours set out in the Teachers' Standards.

We expect all support staff, governors and volunteers to also act with personal and professional integrity, respecting the safety and wellbeing of others.

Our Whole School Values highlight 'Respect, Engage and Achieve' and to ensure that pupils uphold our values, staff must model our expectations at all times.

Failure to follow the code of conduct may result in disciplinary action being taken, as set out in our staff disciplinary procedures.

Please note that this code of conduct is not exhaustive. If situations arise that are not covered by this code, staff will use their professional judgement and act in the best interests of the school and its pupils.

2. Legislation and guidance

We are required to set out a staff code of conduct under regulation 7 of [The School Staffing \(England\) Regulations 2009](#).

In line with the statutory safeguarding guidance '[Keeping Children Safe in Education](#)', we should have a staff code of conduct, which should cover acceptable use of technologies, staff/pupil relationships and communications, including the use of social media.

3. General obligations

Staff set an example to pupils. They will:

- Maintain high standards in their attendance and punctuality
- Never use inappropriate or offensive language in school
- Treat pupils and others with dignity and respect
- Show tolerance and respect for the rights of others
- Not undermine fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Express personal beliefs in a way that will not overly influence pupils, and will not exploit pupils' vulnerability or might lead them to break the law
- Understand the statutory frameworks they must act within
- Adhere to the Teachers' Standards

4. Safeguarding

Staff have a duty to safeguard pupils from harm, and to report any concerns they have. This includes physical, emotional and sexual abuse, or neglect (including any concerns around FGM, Prevent and financial abuse. Staff will familiarise themselves with our safeguarding policy and procedures and the Prevent initiative, and ensure they are aware of the processes to follow if they have concerns about a child.

Our safeguarding policy and procedures are available in the staff room, the school office and on our website. New staff will also be given copies on arrival.

5. Staff/pupil relationships

Staff will observe proper boundaries with pupils that are appropriate to their professional position. They will act in a fair and transparent way that would not lead anyone to reasonably assume they are not doing so.

If staff members and pupils must spend time on a one-to-one basis, staff will ensure that:

- This takes place in a public place that others can access
- Others can see in to the room
- A colleague or line manager knows this is taking place

Staff should avoid contact with pupils outside of school hours, unless there is an arranged meeting that forms part of the pupil's education plan. Personal contact details should not be exchanged between staff and pupils. This includes social media profiles.

While we are aware many pupils and their parents may wish to give gifts to staff, for example, at the end of the school year, gifts from staff to pupils are not acceptable.

If a staff member is concerned at any point that an interaction between themselves and a pupil may be misinterpreted, this should be reported to their line manager or the Headteacher.

6. Communication and social media

School staff's social media profiles should not be available to pupils. If they have a personal profile on social media sites, they should not use their full name, as pupils may be able to find them. Staff should consider using a first and middle name instead, and set public profiles to private.

Staff should not attempt to contact pupils or their parents via social media, or any other means outside school, in order to develop any sort of relationship. They will not make any efforts to find pupils or parents' social media profiles.

Staff will ensure that they do not post any images online that identify children who are pupils at the school without their consent.

Staff should be aware of the school's e-safety policy

7. Acceptable use of technology

Staff will not use technology in school to view material that is illegal, inappropriate or likely to be deemed offensive. This includes, but is not limited to, sending obscene emails, gambling and viewing pornography or other inappropriate content.

Staff will not use personal mobile phones and laptops, or school equipment for personal use, during contact time with pupils. They will also not use personal mobile phones or cameras to take pictures of pupils.

We have the right to monitor emails and internet use on the school IT system.

8. Confidentiality

In the course of their role, members of staff are often privy to sensitive and confidential information about the school, staff, pupils and their parents.

This information will never be:

- Disclosed to anyone without the relevant authority
- Used to humiliate, embarrass or blackmail others
- Used for a purpose other than what it was collected and intended for

This does not overrule staff's duty to report child protection concerns to the appropriate channel where staff believe a child is at risk of harm.

9. Honesty and integrity

Staff should maintain high standards of honesty and integrity in their role. This includes when dealing with pupils, handling money, claiming expenses and using school property and facilities.

Staff will not accept bribes. Gifts that are worth more than £20 must be declared and recorded on the gifts and hospitality register.

Staff will ensure that all information given to the school about their qualifications and professional experience is correct.

10. Dress code

Staff will dress in a professional, appropriate manner. Business clothing is the best guide and casual clothing should be avoided.

Outfits will not be overly revealing, and we ask that tattoos are covered up. Facial piercings should be removed whilst working at Woodlands Education Centre or when representing the organisation offsite.

Clothes will not display any offensive or political slogans.

Clothes

- A suit or smart trousers and a collared shirt for men (minimum standard is a Polo Shirt).
- A smart skirt/trousers/dress for women and a blouse or other smart top as appropriate and a jacket if desired.

Shoes

- Footwear that is appropriate and safe for walking around the Centre is vital. Shoes that are open or have high heels may make some situations awkward or dangerous. Shoes without a back strap or heel fitting are never appropriate. All staff members are responsible for ensuring that their footwear does not prevent them from carrying out their duties or Centre activities in a safe and effective way. For example, offering support to a colleague in a science laboratory or responding to an incident on the other side of the school field.

Exceptions

- The exception to the description above is where a staff team have an agreed uniform for the role that they carry out e.g. Site Team and PE Staff. Uniforms need to be agreed with the Headteacher and designed to allow safe effective working. Where uniform is in place it must be worn and also look smart and professional

Other Expectations

The Headteacher and Governors expect:

- Clothing to be modest and casual wear to be avoided.
- Shoulders to be covered when walking around the Centre, except in very hot weather.
- Fashion accessories, including earrings and make-up, not to be excessive.
- No visible body piercings or retainers , other than earrings
- Visible tattoos should be minimal and discrete, none on face.
- Jogging bottoms, denim and short skirts are not appropriate.
- Hijabs covering head and shoulders may be worn as part of religious belief and should be suitable for the work environment. The face should not be covered as this may interfere with the clear communication required by adults in the Centre.

Dress Code for Inset Days and Review Days

- Inset days are exceptions to this code and clothes should be appropriate for the activities to be undertaken and also reflect the likelihood of meeting with parents and other professionals.
- Review days for staff are an important point in the appraisal cycle and an opportunity to discuss and demonstrate high standards.

If you are unclear, please ask what would be considered appropriate. The decision of the Headteacher and SLT is final.

11. Conduct outside of work

Staff will not act in a way that would bring the Centre, or the teaching profession into disrepute. This covers relevant criminal offences, such as violence or sexual misconduct, as well as negative comments about the school on social media.

12. Monitoring arrangements

This policy will be reviewed every 2 years, but can be revised as needed. The full governing board will ratify it.

13. Links with other policies

This policy links with our policies on:

- Staff disciplinary procedures, which will be used if staff breach this code of conduct. It also sets out examples of what we will deem as misconduct and gross misconduct
- Staff grievance procedures
- Safeguarding
- Acceptable Use of Technology
- Gifts and hospitality
- E-safety

*****END OF DOCUMENT*****