



WESTFIELD PRIMARY SCHOOL AND NURSERY

CODE OF CONDUCT

Date ratified: 7 December 2020

Ratified by: Full Governing Board

Date to be reviewed: 7 December 2023

Objective, scope and principles

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

This Code of Conduct applies to all employees of the school. This Code of Conduct does not form part of any employees' contract of employment and can be amended at any time.

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.

1. Setting an example

- 1.1 staff who work in schools set examples of behaviour and conduct which can be copied by pupils. Staff must avoid using inappropriate or offensive language at all times
- 1.2 staff must, therefore, demonstrate high standards of conduct in order to encourage our pupils to do the same
- 1.3 staff must also avoid putting themselves at risk of allegations of abusive or unprofessional conduct
- 1.4 this Code helps staff to understand what behaviour is and is not acceptable, regard should also be given to the disciplinary rules set out in the Schools' Disciplinary Policy and Procedures
- 1.5 staff are expected to familiarise themselves and comply with all school policies and procedures

2 Safeguarding pupils

- 2.1 staff have a duty to have regard to Keeping Children Safe in Education throughout their employment and abide by the duties placed upon them within this.
- 2.2 staff have a duty to safeguard pupils from physical abuse, sexual abuse, emotional abuse and neglect
- 2.3 the duty to safeguard pupils includes the duty to report concerns about a pupil or colleague to the school's Designated Senior Lead (DSL) for Child Protection
- 2.4 the school's DSL is Suzanne Stace, Headteacher
- 2.5 staff are provided with personal copies of the school's Child Protection Policy and Whistleblowing Policy and Procedures and staff must be familiar with these documents
- 2.6 staff should treat pupils with respect and dignity and must not seriously demean or undermine pupils, their parents or carers, or colleagues

- 2.7 staff should not demonstrate behaviours that may be perceived as sarcasm, making jokes at the expense of pupils, embarrassing or humiliating pupils, discriminating against or favouring students
- 2.8 staff must take reasonable care of pupils under their supervision with the aim of ensuring their safety and welfare

3 Relationships

- 3.1 staff must declare any relationships that they may have with pupils outside of school; this may include mutual membership of social groups, tutoring, or family connections. Staff should not assume that the school are aware of any such connections. A declaration form may be found in Appendix 1 of this document
- 3.2 relationships with pupils must be professional at all times, physical relationships with pupils are not permitted and may lead to a criminal conviction
- 3.3 contact with pupils 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 pupils. Contact with parents and carers on personal devices/accounts should be avoided except in the case of emergencies
- 3.4 if contacted by a pupil by an inappropriate route, staff should report the contact to the headteacher immediately
- 3.5 existing or a new personal relationship at work between colleagues should be declared to the Headteacher where there is a potential for this to impact upon the work of either. This may be due to a risk of allegations of bias or conflict of interest for example. The Headteacher will treat declarations in confidence
- 3.6 staff should inform the Headteacher of any relationships which may create an enhanced risk to children so that necessary steps can be taken by the school

4. Pupil development

- 4.1 staff must comply with school policies and procedures that support the well-being and development of pupils
- 4.2 staff must co-operate and collaborate with colleagues and with external agencies where necessary to support the development of pupils
- 4.3 staff must follow reasonable instructions that support the development of pupils

5. Honesty and integrity

- 5.1 staff must maintain high standards of honesty and integrity in their work. This includes the handling and claiming of money and the use of school property and facilities
- 5.2 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 school's Whistleblowing policy and procedures. For further

information see the HCC Anti Bribery Policy for Schools, available on the Grid

5.3 staff must not act on behalf of the school unless they have the authority to do so

5.4 professional references from the school will be provided by the Headteacher.

References given by other members of staff must be clear that they are provided in a personal capacity

6. Conduct outside of work

6.1 staff must not engage in conduct 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 accordance with Keeping Children Safe in Education 2020, any conduct or behaviour that indicates an employee may not be suitable to work with children including such behaviour outside of the workplace which may or may not involve children is likely to be regarded as unacceptable

6.2 criminal offences that involve violence or possession or use of illegal drugs or sexual misconduct, are likely to be regarded as unacceptable when it brings into question an employee's suitability or ability to do their role/work in an educational setting

6.3 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

6.4 staff must disclose any work outside school or outside business interests where there is a potential conflict of interests with their employment at the school

6.5 If an allegation of wrongdoing occurs in a staff member's work outside school which may have a bearing on their employment, they must disclose this immediately to the Headteacher

6.6 a work related social event is considered to be an extension of the workplace and as such the standards of behaviour expected at these events is in line with this policy

7. E-Safety and internet use

7.1 staff must exercise caution when using information technology and be aware of the risks to themselves and others. Regard should be given to the schools' E-Safety and ICT Acceptable Use Policy at all times both inside and outside of work

7.2 staff must not engage in inappropriate use of social network sites which may bring themselves, 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

7.3 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 pupils either with their own profile or acting covertly

7.4 contact with pupils should only be made via the use of school email accounts or telephone equipment when appropriate

7.5 photographs/stills or video footage of pupils should only be taken using school equipment, for purposes authorised by the school. 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 school's procedures on school equipment

8. Confidentiality

- 8.1 where staff have access to confidential information about pupils 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
- 8.2 staff are likely at some point to witness actions which need to be confidential. For example, where a pupil is bullied by another pupil (or by a member of staff), this needs to be reported and dealt with in accordance with the appropriate school procedure. It must not be discussed outside the school, including with the pupil's/ parent or carer, nor with colleagues in the school except with a member of the Senior Leadership Team
- 8.3 staff have an obligation to share with their manager or the school's Designated Senior Lead, any information which gives rise to concern about the safety or welfare of a pupil. Staff must **never** promise a pupil that they will not act on information that they are told by the pupil
- 8.4 staff are not allowed to make any comment to the media about the school, its performance, governance, pupils or parents without written approval. Any media queries should be directed to the Headteacher

9. Dress and Appearance

- 9.1 staff must dress in a manner that is appropriate to a professional role and promoting a professional image
- 9.2 staff should dress in a manner that is not offensive, revealing or sexually provocative
- 9.3 staff should dress in a manner that is absent from political or other contentious slogans.
- 9.4 staff are not allowed to wear jeans except on school trips and during outdoor Forest School sessions

10. Compliance

- 10.1 staff must complete the form in Appendix 2 to confirm they have read, understood and agreed to comply with the Code of Conduct. The form should then be signed and dated

Appendix 1

Relationships with students outside of work declaration

It is recognised that there may be circumstances whereby employees of the school are known to pupils outside of work. Examples include membership of sports clubs, family connections, or private tutoring. Staff must declare any relationship outside of school that they may have with pupils.

Employee name	Student name	Relationship

I can confirm that I am fully aware of the code of conduct relating to contact out of school with pupils in line with this policy.

If I am tutoring a pupil outside of school I am aware that the following must be adhered to:-

- I do not, at any point, teach the child in question as part of my daily timetable - this is a stipulation of such tutoring
- I emphasise to parents that this is done completely independently of the school
- No monies come through the school at any point, informally (e.g. via the child) or formally
- No private tutoring is to take place on the school premises

I confirm that if these circumstances change at any time I will complete a new form to ensure the school are aware of any relationships.

Signed

Date

Once completed, signed and dated, please return this form to the headteacher

Appendix 2

Confirmation of compliance

I hereby confirm that I have read, understood and agree to comply with the school's code of conduct.

Name

Position/Post Held.....

Signed

Date

Once completed, signed and dated, please return this form to the headteacher