**Staff Code of Conduct**

**Blakehill Primary School**



**Together We Can**

 

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| **Headteacher**   | **Chair of Governors**   | **Review Dates**   |
|   |   | Last Review: March 2023  |
| Lisa Keighley  | Philip Cavalier-Lumley  | Next Review: March 2025 |

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# Aims, scope and principles

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

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

Many of the principles in this code of conduct are based on th[e Teachers’ Standards. S](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/301107/Teachers__Standards.pdf)chool 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.

Staff must have regard for the ethos and values of the school and must not do or say anything which may bring the school or governing body into disrepute. Care should be taken by staff to avoid any conflict of interest between activities undertaken outside school, and responsibilities within school. Staff have an individual responsibility to maintain their personal reputation and that of the school, both during and outside school hours. Staff are expected to set good examples to pupils, parents, colleagues and visitors by arriving on time and being well prepared for their roles in school.

 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.

# Legislation and guidance

We are required to set out a staff code of conduct under regulation 7 of [The School Staffing (England) Regulations 2009.](http://www.legislation.gov.uk/uksi/2009/2680/contents/made)

In line with the statutory safeguarding guidance ‘[Keeping Children Safe in Education’,](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2) 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.

# 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 all staff and 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 and the standards set
* Read and comply with statements in the school’s staff handbook, lunchtime supervisor handbook and non-negotiables document (where applicable)

All staff are required to sign in and out of the building at all times to ensure a comprehensive record is available in the event of an emergency. An electronic system is installed which allows staff to register quickly and simply, and for other visitors to have a photo ID printed. All staff will be supplied with an identity badge that should be visible and worn at all times when in school, and should only be removed for safety reasons. It is the responsibility of staff members to inform their line manager and office staff if their ID badge is lost or if details on their badge need altering. Staff have an electronic security fob to enter and leave the building or may come to reception to be let in/out. For the safety of pupils the external doors have security locking devices, which can only be operated by a security fob, or key. Please ensure that doors are closed securely behind you to ensure the safety of all our pupils.

Welcoming families and other visitors as members of the school community is at the heart of the school. However, we also have a duty of care to ensure the safety and welfare of all those who use the school premises and we work under strict national and local safeguarding (Child Protection) guidelines. As a result all regular visitors should have an advanced DBS. (Disclosure Barring Service). Visitors that attend the school on an isolated occasion will not be required to have a DBS but will not be left unaccompanied whilst on site and an individual risk assessment will be written by the staff member that has arranged the visit.

Visitors must wear their visitor’s badge at all times. All staff will appropriately enquire regarding unknown adults who are on site without a badge. New staff members, visitors and students should be introduced to the Head teacher and SLT, where appropriate.

### Parking

At Blakehill, we have parking facilities however; there are times when large numbers of staff and visitors to school cause a shortage of spaces. Parents should not use the staff car park unless there is an agreed arrangement with the Headteacher or other member of the Senior Leadership Team.

 **Severe Weather Conditions Procedure** Staff must make every reasonable effort to get to school if they can safely do so. If you are unable to get to school, or if you are going to be late due to traffic, you must contact school as soon as possible Information on any aspect of school closure will be communicated to staff through mobile phone text and via the school website at  [www.blakehillprimary.co.u](http://www.blakehillprimary.co.uk/)[k . T](http://www.ravenshallschool.co.uk/)here may be exceptional times when the school is closed to pupils and staff. If this is the case the school will inform staff. Details will also be posted on the Bradford Schools Online website [. L](https://www.bradford.gov.uk/education-and-skills/school-holidays-and-term-dates/school-closures/)ocal radio and television stations will also use the Bradford sites to update their school information

### Smoking

Blakehill recognises that smoking and passive smoking are a risk to health. We have a **NO SMOKING** policy.

In line with national legislation all buildings and outbuildings are designated no smoking areas. Staff wishing to smoke should do so off the school premises. We would request that you appropriately dispose of any cigarette ends and packaging appropriately. It is the responsibility of each individual employee to uphold and comply with the smoking regulations.

# 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.

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, both as hard copies and on the school’s website.

All staff including visiting professionals and supply staff must ensure that they are aware of our procedures.

Clear Safeguarding procedures are shared with all individuals and regular updates are given regarding procedures, responsibilities and actions. Blakehill Primary School is committed to safeguarding and promoting the welfare of all our pupils and young people, and expects all staff to share this commitment. Blakehill Primary School operates a stringent safeguarding and child protection policy, in line with Local Authority guidelines. All staff will be asked to complete an enhanced DBS (Disclosure Barring Service) check**.** Any employee who fails to disclose past or current information, that involves criminal acts (other than minor driving offences) at the time of employment or during employment, may leave themselves in a vulnerable position that may lead to disciplinary action or dismissal.

You will also be asked to fill in a ‘Disqualification declaration’ form affirming that neither you, nor anyone in your household is not disqualified from working in schools. This follows the advice issued by the Department for Education ‘Keeping Children Safe in Education’ statutory guidance.

Staff must maintain professional boundaries with pupils and always consider whether their actions are warranted, proportionate and equitably. Staff should act in an open and transparent way that would not lead to any questions to their actions or intent.

# Staff/staff, staff/pupil and staff/parent relationships

Staff will observe proper boundaries with other staff and 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.

Relationships with Pupils

Staff should always maintain a professional relationship with all pupils at Blakehill Primary.

 If a staff member, a pupil, a parent or a member of the public is concerned at any point about an interaction between a staff member and a pupil, this should be reported directly to the Headteacher.

 If a staff member is concerned that an interaction between themselves and a pupil could be misinterpreted, this should be reported directly to the Headteacher.

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 if possible.

Personal contact details should not be exchanged between staff and pupils. This includes social media profiles.

There may be occasions when a pupil is in distress and in need of comfort as a reassurance. This may include age appropriate physical contact. Staff should remain self-aware at all times in order that their contact is not threatening, intrusive or subject to misinterpretation.

If possible Individual work with pupils should not be undertaken in isolated areas or rooms where there is no external viewing panel. Where it is necessary to close doors for reasons of confidentiality or privacy a colleague should be made aware of this and asked to remain vigilant.

All safeguarding issues must be referred to the DSL/ Deputy DLS (Lisa Keighley, Helen Hall / Catherine Scott).

Staff should act with due respect of one another and conduct themselves in a professional manner at all times

Relationships with Parents

Personal contact details should not be exchanged between staff and parents unless there is a valid and professional reason for doing so. School leaders understand that some staff have existing or established friendships/acquaintances with some parents. In accordance with this, staff have an individual responsibility to maintain their personal reputation and that of the school, both during and outside school hours.

Staff should not use their own phone for professional purposes unless this has been approved by a member of the senior leadership team and/or for exceptional purposes.

Staff who are also parents at Blakehill should direct queries, concerns etc to a member of the senior management team and avoid being drawn into debates, disagreements or conversations about the school, the staff, the pupils and their parents. All school staff should be aware of and comply with the school’s confidentiality policy.

### Intimate Care and Moving and Handling

Staff are provided with guidance on this (please refer to policy) and should act at all times as caring professionals allowing pupils to develop independence wherever possible. Please ensure you are familiar with the guidance and systems outlined in each individual's care plan. All staff that are required to move and handle children need to engage in appropriate training.

Due to the nature and needs of many of the pupils at Blakehill Primary School there are occasions when it is entirely appropriate for staff to have physical contact with pupils, but it is crucial that they only do so in ways appropriate to their professional role. When physical contact is made with pupils it should be in response to their needs at that time, appropriate to their age, stage of development, gender and background. Where possible, staff should seek the child's permission, or inform them before initiating contact.

# Communication and social media

School staff’s social media profiles should not be available to pupils. Staff may 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. Whilst we understand that staff may have existing or established relationships with some parents, it is advised not to have parents contacts on social media. If this is the case, staff have an individual responsibility to maintain their personal reputation and that of the school.

Staff should 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.

 Communication is a two way process eg. emailing, phone calls, text messages, briefing meetings and notice boards. The electronic diary is on the school server via Google Calendar. Staff are asked to provide the office staff with any details of school events, visitors, visits out of school, meetings etc. so all staff are aware of what is happening in school.

Staff will set an example at all times by speaking appropriately and respectfully to each other and to the pupils, and respond professionally. Swearing and derogatory language is not permitted. Meeting rooms and offices should be used to have any adult confidential conversations. Staff should not shout or behave in a threatening or bullying way at any time. Our language and behaviour will be appropriate models to others; staff should always be vigilant in the way they conduct themselves.

# 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, in school hours or in front of pupils. They will also not use personal mobile phones or cameras to take pictures of pupils.

All on-line activity of pupils and staff is monitored through an external partner’s software and reports regularly generated.

### Online Safety

Staff should follow Blakehill Primary School’s Acceptable Use Policy at all times. Photographs/stills or video footage of pupils should only be taken using school equipment for purposes authorised by the school, and should be stored securely and only on school equipment. Staff must not engage in inappropriate use of social network sites Staff should remain mindful of their digital footprint and exercise caution in all their use of social media or any other web-based presence they have. This includes written content, videos or photographs and views expressed either directly or by ‘liking’ certain pages or posts or following certain individuals or groups.

Staff should not use social media sites or email to contact pupils in anyway. School email should be used for business and no photos should be stored on personal mobile devises. School laptops transported should be used sensitively and within the realms of professional work only. Confidentiality face booking, blogging or tweeting personal or confidential information regarding pupils (except via the school website), colleagues or the work place is forbidden and if this occurs may lead to disciplinary action being taken.

# 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.

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

# Dress code

Staff will dress in a professional, appropriate manner.

Outfits will not be overly revealing, and we ask that tattoos are covered up.

Clothes will not display any offensive or political slogans.

Dress code is necessary to convey a professional image to the school and individuals. Staff are individually accountable for their general presentation, appearance and personal hygiene and have a responsibility to consider how their appearance may be perceived by others. Staff should wear clothing which -

* is appropriate to their role / activity eg. trainers should be worn for PE sessions, swim wear for hydro sessions etc. No blue denim or camouflage clothing
* is not likely to be viewed as offensive, revealing or sexually provocative eg. underwear, low necklines, bare midriffs etc.)
* does not create a health and safety issue moving around a busy school, supporting with a range of equipment
* does not distract, cause embarrassment or give rise to misunderstanding (eg. political slogans, badges or symbols which may cause offence etc.)
* is not considered to be discrimination and is culturally sensitive
* does not place themselves or others at risk (dangling jewellery etc.)
* jewellery must not be worn which could present as a health and safety hazard
* medical staff (nursing, physios and OT etc.) wear a uniform
* lunch time supervisors and maintenance facilitators are requested to wear protective tabards or t shirts for health and safety reasons

It is recognised that there may be specific occasions where the usual dress code may not be appropriate eg. residential/outdoor adventure visits etc. In these instances, guidance will be provided so that both students and adults's dress codes are appropriate. In accordance with current practice the dress code may be relaxed on training days when pupils are not present, and on enrichment and theme days. This will be at the discretion of the SLT.

Footwear must be safe, sensible, smart, and clean and have regard to health and safety considerations.

# Conduct outside of work

Staff will not act in a way that would bring the school, 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.

# Monitoring arrangements

This policy will be reviewed annually but may be revised as needed. It will be ratified by the full governing board.

# 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
* E-safety
* Confidentiality
* Whistleblowing