



Fierté Multi Academy Trust

Staff Code of Conduct 2018-2019

At the heart of our Trust are both the UNICEF Rights Respecting values and articles and Learning Behaviours. Through these, we aim to put children's rights at the heart of our schools. We work together to embed children's rights in our ethos and culture; to improve well-being and develop every child's talents and abilities to their full potential. We aspire to give children a sense of pride and achievement in all that they undertake.

IMPLEMENTATION DATE: September 2018

REVIEW DATE: September 2019

STAFF CODE OF CONDUCT

INTRODUCTION AND SCOPE IN ACADEMIES IN THE TRUST

This Code of Conduct sets out the standards of behaviour for all school staff so they know what is expected of them and are treated fairly. School staff are in a unique position of influence and must adhere to behaviour that sets a good example to all students within the school and the school community.

The school requires that all staff, including volunteers and governors read (and if necessary seek clarification) and understand this Code of Conduct, as everyone is required to comply with it. If they do not, the school may take disciplinary action against them in accordance with the school's disciplinary policy.

This document complements statutory guidance on safeguarding and profession standards including the Teacher Standards and should form part of a new employee's induction. Staff will be consulted upon any changes to this Code of Conduct will be asked to confirm that they have received/accessed the document.

GENERAL STANDARDS OF BEHAVIOUR

It is not possible to provide examples of what is or is not appropriate behaviour and conduct in all circumstances. All school staff are expected to make responsible and reasonable decisions and act in the best interests of the school and the welfare of the students.

Personal Standards

The school expects the work, conduct, and integrity of all staff, including volunteers and governors to be of a high standard. Staff are accountable for their actions and must respect the management structure of the school.

Smoking, Alcohol and Drugs

School staff will not consume or be under the influence of illegal drugs or alcohol or smoke while on duty or on school premises. The school will take all reasonable steps to prevent a member of staff carrying out work-related activities if they are considered to be unfit/unsafe to undertake the work as a result of alcohol consumption or substance abuse.

Alcohol may be consumed responsibly on the school premises when the Headteacher has given express permission, such as during an evening or weekend social function or a celebration event.

Dress Code

Staff are expected to take a safe and sensible approach to dress and appearance, cleanliness and personal hygiene and must present a positive image of the school and should act as a role model for students.

Please note staff must ensure that where provided, Personal Protective Equipment (PPE) is worn as required.

Staff and management are encouraged to take a sensible approach to the suitability of 'work wear' in relation to the activity being undertaken.

Personal Relationships

The school recognises that employees who work together may form personal friendships and in some cases close personal relationships. While it does not wish to interfere with these personal relationships, it is necessary to ensure that all staff behave in an appropriate and professional manner at work.

Any member of staff who is involved in a close personal relationship with a colleague, contractor or supplier must not allow that relationship to influence his/her conduct while at work.

Conduct with Pupils

High standards of behaviour will be expected and promoted at all times in lessons and throughout every aspect of the school's life. All members of staff and governors are expected to set high standards and use a positive approach to behaviour management.

Confidentiality

Personal information is usually confidential. It should only be shared with the permission of the individual concerned, or unless the disclosure of confidential personal information is necessary in order to protect a child. In all circumstances, information must be confined to those people directly involved in the professional network of each individual child and on a strict "need to know" basis.

However, staff have an obligation to share with their manager or the school's Designated Safeguarding Lead any information which gives rise to concern about the safety or welfare of a student. Staff must **never** promise a student that they will not act on information that they are told by the student.

Use of School Facilities and Equipment

The school is entitled to expect at least the same standard of care of its property as employees give to their own property. Any facilities, property or equipment provided by the school should only be used in connection with official duties except where the Headteacher and governors has agreed to private use.

When a member of staff ceases working for the school all papers and other records, equipment and any other property of the school must be returned. This includes all paper and electronic records relating to the school and any students.

Use of Mobile Phones

As a general rule, staff are not allowed to make and receive calls, or send texts, except at lunchtime or during breaks. Staff must ensure that they comply with the school's Use of Mobile Phone policy at all times. This can be found in the staff room policy file. Each class has a safe provided to

securely store phones in during the school day.

Use of School Vehicles

Staff and governors should never give lifts to pupils without clearing it with a senior member of staff. Two members of staff should accompany any children in cars where possible. School policy in relation to transport and travel must be adhered to at all times.

Gifts and Hospitality

School staff are permitted to accept gifts and hospitality of a minor nature such as small gifts from parents or pupils to staff as a token of appreciation or promotional items from suppliers that are routinely given to a wide range of people (e.g. calendars, notepads, pens, etc).

Gifts with an estimated value exceeding £50 should be referred to the Headteacher and may only be accepted with express permission.

All school staff, the Headteacher and governors must never accept;

- Cash or monetary gifts.
- Gifts or hospitality offered to your husband, wife, partner, family member or friend.
- Gifts or hospitality from a potential supplier or tendered in the immediate period before tenders are invited or during the tender process.
- Lavish or extravagant gifts or hospitality, even if they relate to activities in your own time.

Conduct Outside Work

Staff must not engage in conduct outside work that 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 particular, criminal offences that involve violence or possession or use of illegal drugs or sexual misconduct are likely to be regarded as unacceptable and may lead to disciplinary action.

Staff must exercise caution when using information technology and be aware of the risks to themselves and others. Staff must adhere to the school's procedures on social networking and e-safety.

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 that may contravene the working time regulations or affect an individual's work performance. Staff are required to seek approval from the governing body before accepting any secondary employment.

Work Related Social Events

Although work related social events usually take place away from the school and on occasion, outside of normal working hours, this code of conduct applies to such events.

Specifically, the following principles will apply:

- Staff should consume alcohol responsibly at work-related social events, irrespective of whether the school provides or pays for the drinks.
- Staff must not behave in any way at any work-related social event that could bring the school's name into disrepute.

SAFEGUARDING

Everyone who comes into contact with children and their families has a role to play in safeguarding children. All staff have a duty to safeguard students from:

- physical abuse
- sexual abuse
- emotional abuse
- neglect

All staff must be familiar with and understand the school's policies and procedures for safeguarding children and vulnerable young adults. If any member of staff does require clarification on these policies and procedures, they must make their line manager aware and seek the relevant advice. In addition, all staff have a responsibility to comply with the relevant statutory guidance on safeguarding including the revised KCSIE 2016.

Staff should be aware of the Designated Safeguarding Lead and Deputy Designated Safeguarding Lead is and familiarise themselves with the school's Safeguarding Policy and Whistleblowing procedures.

New staff will receive Safeguarding training as part of their induction and all staff will receive updated training on a regular basis and in accordance with Statutory Guidance.

E-Safety/ On -Line Safety

Staff must exercise caution when using information technology and be aware of the risks to themselves and others. Staff must ensure that they comply with the school's E-Safety Policy at all times. This can be found in the staff room.

Data Protection

Staff and governors should not disclose any information about pupils, staff colleagues or governors to members of the public. Only approved staff and governors should communicate to the media about school.

All personal data must be kept secure. The storage of data on a hard disk or memory stick is insecure. To make such storage more secure it is recommended that it is password protected or encrypted. The safest long-term storage of data would be the school's identified shared area.

Staff must ensure that school policy is fully adhered to when taking photographs of children.

BREACH OF THE CODE OF CONDUCT

All staff need to recognise that failure to meet these standards of behaviour and conduct may result in disciplinary action, up to and including dismissal, in accordance with the school's published procedures.