

Code of Conduct for School Staff Policy

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| Policy Number: | EDW026 | Originator: | Quality Assurance team |
| Issue Number: | 1 | Authoriser: | Amanda Morgan - Taylor |
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1. Introduction

1.1 This policy sets out clear guidance on the standards of behaviour expected from all staff at Orbis Schools. The principles underlying the guidance aim to encourage staff to achieve the highest possible standards of conduct and minimise the risk of inappropriate conduct occurring.

1.2 School staff are in a unique position of trust and influence as role models for pupils/students. Therefore, staff must adhere to behaviour that sets a good example to all pupils/students within the school.

1.3 Staff also have an individual responsibility to maintain their reputation and the reputation of the school, both inside and outside working hours and work setting.

1.4 This policy applies to all staff and volunteers in the school regardless of their position, role or responsibility. References to 'staff' throughout the policy relate to all of the following groups:

1.4.1 All members of staff including leadership, teaching, support staff and other Orbis personnel

1.4.2 Volunteers

1.4.3 Casual workers

1.4.4 Temporary and supply staff, either from agencies or engaged directly

1.4.5 Student placements, including those undertaking initial teacher training and apprentices.

1.5 Orbis Schools require that all staff read, understand and agree to comply with this policy.

1.6 Breach or failure to observe this policy will result in action being taken under the school disciplinary procedures including, but not limited to, dismissal.

1.7 This code of conduct is not an exhaustive list of acceptable and unacceptable standards of behaviour. In situations where guidance does not exist in this policy, staff are expected to exercise their professional judgement and act in the best interests of the pupils/students and the school.

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2. Professional Behaviour and Conduct

2.1 Staff are expected to demonstrate the highest possible standards of personal and professional conduct and behaviour and consistently act with honesty and integrity. Orbis Schools expect staff to treat each other, pupils/students, parents and the wider community with dignity and respect at all times.

2.2 Staff must act in accordance with their duty of care to pupils and ensure that the safety and welfare of pupils are accorded the highest priority.

2.3 Staff should show fairness in their treatment of children and avoid behaviours such as embarrassing or humiliating pupils/students, making jokes at the expense of pupils/students, discriminating against or favouring pupils/students and sarcasm. Care should be taken in all communication and comments that staff consider are light-hearted or meant in jest could be offensive and upsetting to the receiver of such comments.

2.4 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 should act in accordance with the school's policies and procedures at all times.

2.5 Gossip and hearsay should not feature as an aspect of service culture and should be actively discouraged among both staff and service users. In order to enable the delivery of high quality and effective services, the establishment and maintenance of professional, co-operative and open relationships with everyone is essential.

3. Dress and Appearance

3.1 Orbis Schools recognise that dress and appearance are matters of personal choice and self-expression. However, all staff must dress in a manner that is appropriate to a professional role and that promotes a professional image.

3.2 Staff should dress in a manner that is not offensive, revealing or provocative and in a manner that is absent from political or contentious slogans.

3.3 Staff should dress safely and appropriately for the tasks they undertake. Flip flops, flimsy sandals and vests worn as outer wear are not permitted. Shorts are permitted in summer provided they are just above the knee or knee length.

4. Smoking, alcohol and other substances

4.1 Orbis Schools are non-smoking sites. Staff must not smoke on school premises or outside school gates. Any member of staff wishing to smoke must leave the school grounds.

4.2 Staff must not smoke whilst working with or supervising pupils off site.

4.3 Staff must not consume or be under the influence of alcohol, illicit or prescribed medication where this affects performance and or capability or other illegal or legal substances at any time whilst at work.

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4.4 Staff must refrain from the consumption of alcohol and other substances at school/student events (i.e. leaving Proms, residential visits) both within the school premises and outside the school setting.

5. Relationships with Pupils/Students

5.1 Staff must maintain professional boundaries with pupils/students appropriate to their position and must always consider whether their actions are warranted, proportionate, and safe and applied equitably. Staff should act in an open and transparent way that would not lead any reasonable person to question their actions or intent. Staff should think carefully about their conduct so that misinterpretations are minimised.

5.2 Orbis Schools are communities within which people's differences are respected, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. All people covered by this code of conduct must not express views which are biased and must treat everyone (adults and children/young people) as respect.

5.3 Staff must not establish or seek to establish social contact with pupils for the purpose of securing a friendship or to pursue or strengthen a relationship that is not on a professional level and in accordance with their professional duties.

5.4 Staff must not develop personal or sexual relationships with pupils/students and should not engage in any sexual activity with a pupil/student.

5.5 Keeping Learners Safe in Education defines sexual abuse as ... 'forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

5.6 Staff should be mindful of section 16 of The Sexual Offences Act 20031.

5.7 Staff must not make sexual remarks to a pupil/student, discuss their own or any other person's sexual relationships with, or in the presence of, pupils/students or discuss a pupil's sexual relationships in an inappropriate setting or context.

5.8 Personal phone numbers, email addresses or communication routes via all social media platforms should not be used and staff should not share their home address with pupils/students. If contacted via an inappropriate route the member of staff must inform the Head Teacher immediately.

5.9 Orbis Schools staff must not accept friend invitations or become friends with any pupil/student on any social media platform. Staff should also refrain from following the Twitter, Snapchat, Whats App or other similar social media accounts of pupils/students or their parents. Staff must read the school's e-safety policy carefully and follow all advice and guidance contained within it.

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5.10 Staff should not offer pupils car journeys unless in an emergency and with parental or guardian permission.

6. Infatuations

6.1 It is not unusual for pupils or, sometimes, their parents to develop infatuations towards members of staff. All such situations must be responded to sensitively to maintain the dignity of those concerned and reported to the Head Teacher.

6.2 Staff should also be aware that such circumstances carry a high risk of words or actions being misinterpreted and for allegations to be made against staff. Any indications of an infatuation towards you or another member of staff must be reported to your Line Manager.

6.3 Staff should not encourage or engage in inappropriate humour, chat or gestures.

6.4 Staff must not show messages, photos or other content on their personal mobile phones or other electronic devices to students.

7. Gifts/Hospitality

7.1 Staff need to take care that they do not accept any gift/offer of hospitality that might be construed as a bribe by others or lead the giver to expect preferential treatment. However, there may be occasions where pupils/students or parents wish to give a small token of appreciation to staff or Head Teacher, for example at religious festivities or at the end of the year.

7.2 It is unacceptable to receive gifts on a regular basis or to suggest to pupils/students that gifts are appropriate or desired. Money must not be accepted as a gift. If you are unsure whether to accept a gift, you should consult your Line Manager.

7.3 Staff must not accept significant gifts or hospitality from pupils, parents, carers, actual or potential contractors or outside suppliers. All such gifts/offers of hospitality should be reported to your Line Manager and recorded.

7.4 Personal gifts must not be given by staff to pupils/students and any reward to pupils/students should be in accordance with Orbis School's behaviour policy, recorded and not based on favouritism.

8. Physical Contact with Pupils

8.1 It is not possible to be specific about the appropriateness of each physical contact, since an action that is appropriate with one child in one set of circumstances may be inappropriate in another, or with a different child. Staff should therefore, use their professional judgement at all times.

8.2 Staff should be aware that even well-intentioned physical contact may be misconstrued by the child, an observer or by anyone to whom this action is described. Staff should never touch a child in a way which may be considered indecent. Always be prepared to explain actions and accept that all physical contact be open to scrutiny. Staff must not engage in rough play, tickling or play fights with pupils/students.

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8.3 Extra caution should be exercised where a child is known to have suffered previous abuse or neglect. Such experiences may sometimes make a child exceptionally needy and demanding of physical contact and staff should respond sensitively by deterring the child through helping them to understand the importance of personal boundaries.

8.4 Staff supervising PE and games or providing musical tuition should demonstrate the use of a particular piece of equipment/instrument on another member of staff if possible. However, they may be required to initiate physical contact with pupils/students to support a child to perform a task safely, to demonstrate the use of a particular piece of equipment/instrument or to assist them with an exercise. Contact under these circumstances should be done with the pupil/student's agreement, for the minimum time necessary and in an open environment. Staff should remain sensitive to any discomfort expressed verbally or non-verbally by the pupil/student.

8.5 Physical contact must never be secretive and must always take place in an open environment and never behind "closed doors" or corners, for the gratification of the adult or the pupil.

8.6 If a member of staff believes that an action could be misinterpreted, the incident and circumstances should be reported to a Designated Safeguarding Lead immediately, or to your Line Manager, as appropriate. The incident should be recorded and, if appropriate, a copy placed on the child's file.

9. Child in distress

9.1 There may be occasions when a pupil/student is in distress and in need of comfort as 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.

9.2 Such incidents should always be recorded and shared with your Line Manager. If staff have a particular concern about the need to provide this type of care and reassurance, staff should seek further advice from their Line Manager.

10. Showers and changing

10.1 Pupils/students are entitled to respect and privacy whilst they are changing or showering after PE/games or swimming. However, there needs to be an appropriate level of supervision in order to safeguard young people, meet health and safety requirements and to ensure that bullying does not take place. The supervision should be appropriate to the needs and age of the pupils/students and sensitive to the potential for embarrassment.

10.2 Staff should be vigilant about their own behaviour and announce their intention of entering a changing room. Staff must not change or shower in the same place as children or undertake personal or intimate grooming/hygiene in front of students/pupils.

11. One to one situations

11.1 Staff working individually with pupils/students should be aware of the potential vulnerability of pupils/students and staff in such situations. Staff should manage these situations with regard to the safety of the pupil/student and to themselves.

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11.2 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, a colleague should be made aware of this and asked to remain vigilant.

12. Transporting pupils

12.1 In certain circumstances, it may be appropriate for staff to transport pupils/students off site, for example sports fixtures, swimming lessons or other out of school activities. A designated member of staff should be appointed to plan and oversee all transport arrangements and to respond to any difficulties that may arise.

12.2 Staff should ensure that the transport arrangements and the vehicle meet all legal requirements. The driver should ensure that they hold the appropriate licence for the vehicle, that the vehicle is roadworthy, has a valid MOT certificate, is appropriately insured and that the maximum capacity is not exceeded.

12.3 Staff should ensure that the driver is not distracted while the vehicle is in motion for any reason other than an emergency and should also ensure all passengers are wearing correctly- fastened seatbelts. Staff should never transport pupils/students while under the influence of alcohol or drugs.

12.4 Prior to transporting pupils, off-site consent must be obtained from pupils'/students' parents/carers. Staff should be aware that the safety and welfare of pupils/students both on and off site is their responsibility.

12.5 In an emergency, there may be occasions when staff will be asked to accompany pupils when they travel in an ambulance.

12.6 It is against the law to smoke in any vehicle that transports pupils.

13. E-Safety

13.1 Staff should always follow Orbis School's e-Safety policy.

13.2 Staff must not engage in inappropriate use of social network sites which may bring themselves, the school or the school community into disrepute. Staff should adopt the highest security settings on any personal profiles they have.

13.3 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 exercise care when using dating websites where staff could encounter students.

13.4 Staff must not make contact with pupils, must not accept or initiate friend requests nor follow pupils/students accounts on any social media platform. Staff must not communicate with pupils/students via social media, websites, instant messenger accounts or text message. The only acceptable method of contact is via the use of school email accounts or telephone equipment.

13.5 Staff should not make contact with pupils' family members, except when giving feedback on a young person and any such contact must be on a professional basis.

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13.6 Mobile phones and personally-owned devices may not be used during lessons or formal school time including tablets, laptops and any hand held devices that can connect to the internet and or take still or moving images or in communal areas or in front of pupils/students.

13.7 Personally-owned mobile devices brought in to school are the responsibility of the device owner. Orbis Abbey Rose School accepts no responsibility for the loss, theft or damage of personally-owned mobile phones or mobile devices.

14. Photography, video and images of children

14.1 Many school activities involve recording images as part of the curriculum, extra school activities, and publicity or to celebrate an achievement. In accordance with The Data Protection Act 2018,, the image of a pupil/student is personal data. Therefore, it is a requirement under the Act for consent to be obtained from the parent/guardian of a pupil/student for any images made. It is also important to take into account the wishes of the pupil/student, remembering that some pupils/students do not wish to have their photograph taken or be filmed.

14.2 Using images for publicity purposes will require the age appropriate consent of the individual concerned and their parent/guardian. Images should not be displayed on websites, in publications or in a public place without their consent. Staff should also be clear about the purpose of the activity and what will happen to the photographs/images/video footage when the lesson or activity is concluded.

14.3 Photographs/stills or video footage of pupils/students should only be taken using school equipment for purposes authorised by the school and should be stored securely and only on school equipment.

14.4 All photographs/stills and video footage should be available for scrutiny and staff should be able to justify all images/video footage made.

14.5 Staff should remain aware of the potential for images of pupils/students to be misused to create indecent images of children and/or for grooming purposes. Therefore, careful consideration should be given to how activities which are being filmed or photographed are organised and undertaken. Particular care should be given when filming or photographing young or vulnerable pupils/students who may be unable to question how or why the activities are taking place. Staff should also be mindful that pupils/students who have been abused through the use of video or photography may feel threatened by its use in a teaching environment.

15. Confidentiality

15.1 Members of staff may have access to confidential information about pupils/students, their parents/carers or their siblings. Staff must not reveal such information except to those colleagues who have a professional role in relation to the pupil/student on a need to know basis.

15.2 Staff should never use confidential or personal information about a pupil/student or her/his family for their own, or others' advantage (including that of partners, friends, relatives or other organisations). Information must never be used to intimidate, humiliate, or embarrass the pupil/student.

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15.3 All staff are likely at some point to witness actions which need to be confidential. For example, where a pupil/student is bullied by another pupil/student, 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/student's parent or carer.

15.4 Staff have a statutory obligation to share with Orbis School's Designated Safeguarding Lead any information which gives rise to concern about the welfare or safety of a pupil/student or that might suggest a pupil/student is in need or at risk of significant harm. Staff should pass on information without delay in accordance with Orbis Abbey Rose School's safeguarding policy and procedures and this should be recorded. Staff must never promise a pupil/student that they will not act on or pass on any information that they are told by the pupil/student.

15.5 If you are in any doubt about whether to share information you should seek guidance from a member of the Senior Leadership Team.

15.6 Any media or legal enquiries should be passed to the Senior Leadership Team and only approved Senior Leaders should communicate to the media about the school.

16. Whistleblowing

16.1 Whistleblowing is the mechanism by which staff can voice their concerns, without fear of repercussion.

16.2 All school staff have a duty to report any behaviour by a colleague which raises concern. Staff should refer to Orbis School's whistleblowing policy for further guidance. This is particularly important where the welfare of pupils/students may be at risk.

17. Compliance

17.1 All staff must confirm they have read, understood and agree to comply with this policy via Radar.

18. Equality Impact Statement

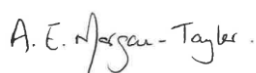
All relevant persons are required to comply with this policy and must demonstrate sensitivity and competence in relation to Age, Disability Gender reassignment, Marriage and Civil partnership, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation. If you, or any other groups, believe you are disadvantaged by this policy please contact the Regional Manager for the service.

Orbis will then actively respond to the enquiry.

This policy is owned by: Quality Department

Date: 24/02/2021

Signed:



Company Confidential

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| Policy Name: | Code of Conduct for School Staff Policy |
| Issue Date: | |
| Name of Service | |

The people listed below have read and understood the policy named above and are aware of the responsibilities they have in relation to the policy requirements.

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