

# Staff Conduct Policy

## Purpose

The purpose of this policy is to set out a clear code of conduct for staff. This policy should be read in combination with the school's *Internal regulations*.

## Overviews

The School Board is required to set out a Code of Conduct for all school employees. The following code has been agreed on by the Senior Leadership Team and has been endorsed by the School Board.

In addition to this policy, all staff employed have an obligation (UK statutory) to adhere to the 'Teachers' Standards 2012' and in relation to this policy, Part 2 of the Teachers' Standards - Personal and Professional Conduct.

Employees should be aware that a failure to comply with the following Code of Conduct could result in disciplinary action including dismissal.

## Purpose, Scope, and Principles

A Code of Conduct is designed to give clear guidance on the standards of behaviour all school staff are expected to observe, and the school should notify staff of this code and the expectations therein. School staff 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/students 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 staff who are employed by the school, including the Head Teacher
- All staff in units or bases that are attached to the school

### The Code of Conduct does not apply to:

- Employees of external contractors and providers of services

## Setting a Good Example

- All staff who work in schools set examples of behaviour and conduct which can be copied by pupils/students. Staff must therefore avoid using inappropriate or offensive language at all times.
- All staff must, therefore, demonstrate high standards of conduct in order to encourage our pupils/students to do the same.
- All staff must also avoid putting themselves at risk of allegations of abusive or unprofessional conduct.
- This Code helps all staff to understand what behaviour is and is not acceptable.

## Safeguarding Pupils

- Staff have a duty to safeguard pupils/students from:
  - physical abuse
  - sexual abuse
  - emotional abuse
  - neglect
- The duty to safeguard pupils/students includes the duty to report concerns about a pupil/student to the school's Child Safeguarding Officers (CPO) for Child Protection.



- The school's CPOs are: **Aida Ivan** - Whole School  
**Manuela Constantin** - Primary School  
**Jane Broadhurst** - Secondary School
- Staff are provided with a personal copy of the school's Child Safeguarding Policy and Whistleblowing Procedure and staff must be familiar with this document.
- Staff must not seriously demean or undermine pupils, their parents or carers, or colleagues.
- Staff must take reasonable care of pupils/students under their supervision with the aim of ensuring their safety and welfare.
- Staff should seek to avoid or minimise situations where they are alone with a student. In these situations staff should try, where possible, to make sure that a door is open or that they can be seen through the glass of a door/window.

## Pupil Development

- Staff must comply with school policies and procedures that support the well-being and development of pupils/students.
- Staff must co-operate and collaborate with colleagues and with external agencies where necessary to support the development of pupils/students.
- Staff must follow reasonable instructions that support the development of pupils.

## Honesty and Integrity

- 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.
- All staff must comply with the intentions of the UK 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 Whistleblowing procedure for schools. For further information see the Model Anti Bribery Policy for Schools available on the Grid.
- Gifts from suppliers or associates of the school must be declared to the Head Teacher, with the exception of "one off" token gifts from students or parents. Personal gifts from individual members of staff to students are inappropriate and could be misinterpreted.

## Conduct Outside Work

- 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 particular, criminal offences that involve violence or possession or use of illegal drugs or sexual misconduct are likely to be regarded as unacceptable.
- Staff must exercise caution when using information technology and be aware of the risks to themselves and others.
- 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.
- Staff must not engage in inappropriate use of social network sites which may bring themselves, the school, school community or employer into disrepute and should not network with students using Facebook or any other social networking site whilst they are students at IBSB.

## Confidentiality

- Where staff have access to confidential information about pupils/students 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/student.
- All staff are likely at some point to witness actions which need to be confidential. For example, where a pupil is bullied by another pupil/student (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/student's parent or carer, nor with colleagues in the school, except with a senior member of staff with the appropriate role and authority to deal with the matter.



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

## Disciplinary Action

All staff need to recognise that failure to meet these standards of behaviour and conduct may result in disciplinary action, including dismissal.

## Related Policies

**Key Policy: Child Safeguarding Policy**  
All school policies that relate to this policy

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I have read, understand, and agree to comply with the Staff Code of Conduct Policy, being aware of my obligations and responsibilities in regard to safeguarding children and appropriate and professional conduct in all areas, both inside and outside school.

Staff Name: \_\_\_\_\_

Staff Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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