**BARROW CE PRIMARY SCHOOL**

**LET YOUR LIGHT SHINE**

**CODE OF CONDUCT**

**For STAFF and VOLUNTEERS**

**Approved March, 2025**

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**Statement of intent**

Barrow CE School expects all pupils to receive high quality teaching and learning in a positive and respectful environment.

Our Christian vision and ethos are importing in empowering our pupils to achieve their optimum potential, and nurture each child as a unique individual and to develop each child through a holistic approach.

Employees at the school should understand that their own behaviour, and the manner in which they conduct themselves with their colleagues, pupils, parents and other stakeholders, sets an example.

We recognise that the majority of staff members act appropriately and treat each other with dignity and respect; however, we consider it important to clarify the expected standards.

This policy forms part of a staff member’s contract of employment and failure to comply with it, and with the associated school policies, may result in disciplinary action being taken, including legal action where this is warranted.

This document applies to all staff members who are employed by the school, including the headteacher and volunteers.

This document does not apply to:

* Peripatetic staff members who are employed by the LA
* School catering staff employed by **EDSENTIAL**
* Employees of external contractors.

These employees are governed by their employment contracts and any relevant laws pertaining to their activities within the school.

1. **Legal Framework**
   1. This policy has due regard to all legislation, including but not limited to, the following:

* The current General Data Protection Regulations (GDPR)
* The Data Protection Act 2018
* The Education Act 2002 and 2011
* The Children Act, 1989
* The Working Time Regulations 1998 (as amended)
* Sexual Offences Act 2003
  1. This policy also has due regard to statutory guidance including, but not limited to, the following:
* DfE (2024) Keeping Children Safe in Education
* DfE (2024) Working together to Safeguard Children
* DfE (2024) Staffing and Employment advice for schools
  1. This policy operates in conjunction with the following school policies and documents:
* Safeguarding Policy

Including use of photography; Allegations of abuse against staff;

* Health & Safety Policy
* Data Protection Policy
* Equality, Inclusion & Diversity Policy
* Gifts & Hospitality Policy
* Whistle-blowing Policy
* Relationships and Health Education Policy which includes E safety

1. **Safeguarding Pupils**
   1. In accordance with Keeping Children Safe in Education 2024, all staff members have a responsibility to safeguard pupils and protect their welfare
   2. All staff members have a responsibility to ensure that they provide a learning environment in which pupils feel safe, secure and respected.
   3. To effectively safeguard pupils, staff members are required to follow the procedures outlined in this Staff Code of Conduct and the Safeguarding Policy, ensuring that they do not act in a way that may put pupils at risk of harm, or lead others to question their actions.
   4. In accordance with the school’s Safeguarding Policy, staff members will be prepared to identify pupils who may be subject to, or at risk of, abuse and neglect, and will follow the necessary referral and reporting procedures.
   5. Any staff member that has concerns about a staff member’s actions or intent that may lead to a pupil being put at risk of harm will report this, in line with the Whistleblowing Policy, to the headteacher immediately so appropriate action can be taken.
   6. If the concern is regarding the headteacher, staff will report this to the chair of the governing body.
   7. All staff will partake in the appropriate safeguarding and child protection training; additionally, all staff will receive regular safeguarding and child protection updates at least annually.
   8. Staff will be aware that confidentiality will never be promised to a pupil – staff will understand the procedure should a child disclose a potential safeguarding issue, in accordance with the school’s Safeguarding Policy.
2. **Appearance and Dress**
   1. The school expects that staff members will:

* Ensure that their appearance is clean and neat when at work or representing the school
* Dress in a manner that is appropriate to their role
* Remember that they are role models for pupils, and that their dress and appearance should reflect this.
* Not dress in a way that would cause embarrassment to pupils, parents, colleagues or other stakeholders,
* Tattoos or body art should be discreet if on show.
* Small earrings are acceptable. Any other body piercings should be discreet if visible, or removed.

1. **Attendance**
   1. The school expects that staff members will:

* Attend work in accordance with their contract of employment and associated terms and conditions in relation to hours, days of work and holidays
* Make routine medical and dental appointments outside their working hours or during holidays when possible;
* Apply for permission from the Headteacher if they need time off for any reason other than personal illness
* Let the school know as early as possible when reporting absence from work due to illness or injury.

1. **Professional Behaviour and Conduct**
   1. Staff members are expected to treat other colleagues, pupils, parents and external contacts with dignity and respect.
   2. The use of foul and abusive language will not be tolerated
   3. Discrimination, bullying, harassment or intimidation, including physical, sexual and verbal abuse will not be tolerated.
   4. Staff members will not misuse or misrepresent their position, qualifications or experience, or bring the school into disrepute
   5. Staff members will inform the headteacher if they are subject to a criminal conviction, caution, ban, police enquiry, investigation or pending prosecution.
   6. Staff will be aware that professional behaviour and conduct is expected to be extended to extra-curricular trips and visits too. All staff attending a trip or visits will act in accordance with this policy.
   7. Staff will act appropriately in terms of the views they express (in particular political views) and the use of school resources at all times, and will not use school resources for party or any political purposes.
2. **Conduct outside work**
   1. Staff may undertake work outside school, either paid or voluntary, provided that it does not conflict with the interests of the school. The nature of the work cannot be seen to bring the school into disrepute, nor be at a level which may contravene the working time regulations 1998 which say you cannot work more than 48 hours per week on average or affect an individual’s work performance.
   2. Staff will not engage in outside work or activities 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, possession or use of illegal drugs or sexual misconduct are unacceptable.
   3. Staff will not engage in inappropriate use of social network sites which may bring themselves, the school, the school community or employer into disrepute. This is explored further in Section 15.
3. **Smoking, Alcohol and other substances**
   1. Staff will not smoke on, or within close proximity of the school premises.
   2. Staff will not smoke while working with or supervising pupils off-site, such as when on educational visits or trips.
   3. The taking of illegal drugs or alcohol during working hours is unacceptable and will not be tolerated. Staff members must never attend work under the influence of alcohol or illegal drugs.
   4. If alcohol or drug usage impacts on a staff member’s performance, the school has the right to discuss the matter with the employee and take appropriate action in accordance with the school’s disciplinary procedures, including referral to the police.
4. **Health and Safety**
   1. Staff members will:

* Be familiar with, and adhere to the school’s Health & Safety Policy and ensure that they take every action to keep themselves and everyone in the school environment safe and well.
* Comply with health and safety regulations and use any safety equipment and protective clothing which is supplied to them.
* Comply with hygiene requirements.
* Comply with accident reporting requirements
* Inform the headteacher of any paid work which is undertaken elsewhere for compliance with The Working Time Regulations 1998 (as amended).

1. **Declaration of Interests**
   1. Staff members are required to declare their interests, both personal and financial, where the group or organisation they are affiliated with would be considered to be in conflict with the ethos of the school.
   2. For the purposes of this policy, a financial conflict of interest is one where there is, or appears to be, opportunity for personal financial gain, financial gain for close relatives or friends, or where it may be reasonable for a third party to take the view that financial benefits may affect an individual’s actions.
   3. The term ‘financial interest’ means anything of monetary value, including the following:

* Payments for services
* Equity interests
* Intellectual property rights
* Hospitality or gifts
  1. Examples of financial interests that must be declared include, but are not limited to, equity interests in services considered for use by the school.
  2. Non-financial conflicts of interest can also come into conflict, or be perceived to come into conflict, with an individual’s obligations or commitments to the school. These interests may include any benefit or advantage including, but not limited to, direct or indirect enhancement of an individual’s career or gain for immediate family or someone with whom the individual has a close relationship.
  3. Examples of situations that could give rise to non-financial conflicts of interest include the following:
* Pressure or temptation to accept gifts, inducement or hospitality
* Participating in the appointment, hiring, promotion, supervision or evaluation of a person with whom the individual has a close personal relationship
* Where a member of staff has or develops a close personal relationship with a colleague
  1. Membership of a trade union or staff representative group does not need to be declared
  2. Staff members will also carefully consider whether they need to declare their relationship with any individual where this might cause a conflict with school activities.
  3. Failure to make a relevant declaration of interests is a very serious breach of trust and, therefore, if employees are in doubt about a declaration, they are advised to contact the school, or their trade union.
  4. All declarations, including nil returns, will be submitted in writing to the headteacher for inclusion on the Register of Business Interests.

1. **Relationships with Pupils**
   1. The school expects that staff will:

* Maintain professional boundaries and relationships with pupils at all times, and will consider whether their actions are warranted, proportionate, safe and necessary.
* Act in an open and transparent way that would not lead to others questioning their actions.
* Ensure that they do not establish social contact with pupils for the purpose of securing friendship, or to pursue or strengthen a relationship.
* Ensure that they do not develop personal or sexual relationships with pupils: this includes sexual remarks and discussing their own sexual relationships with, or in the presence of, pupils.
* Only contact pupils via the school’s established mechanisms: personal phone numbers, e mail addresses or social media platforms will not be used to contact pupils.
  1. Under the Sexual Offences Act, 2003, it is an offence for a person aged 18 or over to have a sexual relationship with a child under 18 where that person is in a position of trust in respect to that child, even if that relationship is consensual.

1. **Physical contact with pupils**
   1. The school understands that there are circumstances in which it is necessary for staff to have physical contact with pupils, eg. when applying first aid and assisting with intimate care, but staff will only do so in a professional and appropriate manner in line with relevant school policies.
   2. When physical contact is made with pupils, it is imperative that it is conducted in a way which is responsive to the pupil’s needs, is of limited duration, and is appropriate to their age, stage of development, gender, ethnicity and background.
   3. Staff will seek the pupil’s permission, where possible, before initiating contact.
   4. Staff will always use their professional judgment when determining what physical contact is appropriate, as this may differ between pupils. As such, the pupil’s feelings and wishes will always be taken into account.
   5. Staff will never touch a pupil in a way which is indecent and will always be prepared to explain their actions.
   6. Staff will be aware that even well-intentioned physical contact may be misconstrued by a pupil, an observer, or by anyone to whom their action is described, and therefore, will be prepared to justify their actions.
   7. Staff will not engage in rough play, tickling or play fights with pupils,
   8. Extra caution will be taken where it is known that a pupil has previously suffered from abuse or neglect.
   9. Physical contact will never be secretive; if a member of staff believes an action could be misinterpreted, this will be reported to the headmaster and appropriate procedures will be followed.
   10. Where it is necessary in PE classes for teachers to demonstrate use of equipment, this will be conducted with another member of staff if possible. If a pupil is required to participate, their consent will be given before doing so.
   11. If a child is in distress and in need of comfort as reassurance, staff may use age-appropriate physical contact, such as placing their hand on the child’s shoulder. Staff will remain self-aware of their actions at all times and ensure that their contact is not threatening, intrusive or subject to misinterpretation.
   12. Staff may also use reasonable force as a means of physical contact with pupils for restraint purposes only.
2. **Changing**
   1. Pupils are entitled to respect and privacy whilst they are changing before/after PE; however, a level of supervision is required to ensure that pupils are safe, and that they are not subjected to bullying.
   2. The supervision will be appropriate to the needs and ages of the pupils, and sensitive to the potential for embarrassment.
   3. Staff will announce their intention of entering the changing room to allow pupils to maintain their privacy.
   4. Staff will never change in the same area as pupils.
3. **Transporting Pupils**
   1. When it is necessary to transport pupils off-site, staff will ensure that the transport arrangements of the vehicle meet all legal requirements, they have an appropriate licence and the vehicle is roadworthy, has a valid MOT certificate and is insured.
   2. Staff will gain consent from parents before transporting pupils and will be aware that the welfare of all pupils in the vehicle is their responsibility.
   3. Children will be placed in the back seat of cars if possible, to avoid any discrepancy regarding safeguarding concerns.
4. **Financial Inducements**
   1. Staff members will:

* Familiarise themselves with, and comply with, the school’s financial regulations.
* Declare to the Governing Board, in writing, any gifts received, with the exception of:
* Low cost, functional items suitable for business rather than personal use and displaying the supplier’s logo – these items may be accepted.
* Gifts offered by pupils or parents to school staff to express their gratitude, but staff members should always refuse monetary gifts.
* Hospitality in the form of meals and drinks where it is part of a normal business meeting.
* Authorised visits to exhibitions, demonstrations, conferences, business meals and social functions in connection with the school’s business, which shall be at the school’s expense.
* Not accept a personal gift, payment, or other incentive from a business contact – any such gift should be returned.
* Declare any gift that cannot be returned to the governing board, who will decide how it will be used.
* Only accept offers to specific events after authorisation from the governing board.

1. **E-Safety**
   1. Staff will adhere to the procedures outlined in the school’s Relationships & Health Education Policy at all times.
   2. Staff are required to employ the highest security settings on any personal profiles they may have
   3. Staff will not engage in inappropriate use of social networking sites including contacting pupils or their family members, accepting or inviting any friend requests from pupils or their family members, or following pupils or their family members on social media.
   4. The school understands that some staff members may also be parents of pupils at the school and, therefore, may wish to contact other parents. When doing so, staff will exercise their professional judgment and will not contact family members on social media if this would lead to a conflict of interest.
   5. Staff will remain mindful of their use of social media and their web-based presence including written content, videos or photographs, and views expressed directly or indirectly which may bring themselves, the school or the school community into disrepute.
2. **Premises, Equipment and Communication**
   1. School equipment and systems are available only for school-related activities and will not be used for the fulfilment of another job or for personal use, unless specifically authorised by the headmaster.
   2. Illegal, inappropriate or unacceptable use of school equipment or communication systems may result in disciplinary action and, in serious cases, could lead to an employee’s dismissal.
   3. Employees receiving inappropriate communication or material, or who are unsure about whether something they propose to do might breach this policy, should seek advice from the headteacher.
   4. The school reserves the right to monitor e mails, phone calls, internet activity or document production, principally in order to avoid offensive or nuisance material and to protect systems from viruses, but also to ensure proper and effective use of systems.
   5. Communication systems may be accessed when the school suspects that the employee has been misusing systems or facilities, or for the investigation of suspected fraud or other irregularity. Access will be secured by the systems manager only with the permission of the governing board.
   6. Passwords should not be shared and access to computer systems must be kept confidential except on the express request of the headteacher or systems manager. Breaches of this confidentiality may be subject to disciplinary action.
   7. School equipment that is used outside the premises eg. laptops, will be returned to the school when the employee leaves employment or if requested to do so by the headteacher.
3. **Photography and Videos**
   1. Photographs and videos will only be taken using school equipment – using personal mobile phones for this purpose is prohibited.
   2. Written consent for taking photographs will be obtained from parents when the child is first admitted to the school. It is the parent(s) or Carer(s) responsibility to update the school if they wish to change the consent.
   3. Pupils whose parent(s) or carer(s) have not provided consent to have their photograph taken or be filmed will have their wishes respected.
   4. We recognise that photography is often used as an aid in activities and lessons. Sharing photographs and films of our activities can help us celebrate the successes and achievements of our children, and provide a record of our activities.

Children, parents and carers must also be made aware that photography and filming is part of daily school life and give written consent for this.

* 1. All photographs and videos will be available for scrutiny, and staff will be prepared to justify the images or footage taken.
  2. Careful consideration will be given to activities which are being filmed or photographed, to ensure that images or videos are not indecent and cannot be misused.

1. **Data Protection and confidentiality**
   1. Regarding personal and sensitive data, staff members are required, under the GDPR and the Data Protection Act, 2018, to:

* Consider the legal basis for collecting the data, ensuring that this is documented.
* Ensure that the data is stored on a GDPR-compliant server, and that the data is not held for any longer than necessary.
* Securely dispose of the data when the relevant retention period ends.
  1. Staff members will not discuss sensitive information about the school, its employees or the LA to other parties.
  2. The only exception whereby it is acceptable for a staff member to disclose information that would otherwise be considered confidential is when the confidential information gives rise to concern about the safety or welfare of a pupil.
  3. Staff members have the right to request access to data that is held about them. Such requests will be made to the headteacher in writing in accordance with the school’s Data Protection Policy.

1. **Probity of Records**

20.1 The deliberate falsification of documents such as references, academic qualifications or legal documents, is unacceptable. Where a staff member falsifies records or other documents, including those held electronically, this will be regarded as a serious disciplinary matter and potentially a criminal offence.

1. **Contacts**

21.1 Staff members will not use school business contacts for acquiring materials or services at trade/discount prices for non-school activities, unless participating in concessionary schemes arranged by Trade Unions or other such groups.

1. **Monitoring and Review**
   1. This policy will be reviewed on an annual basis by the headteacher and any changes made will be communicated to all members of staff.
   2. All members of staff are required to familiarise themselves with this policy as part of their induction programme.