



**Newall Green
Primary School**

Aiming High To Reach Our Goals

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Code of Conduct for School Staff

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Under the public sector equality duty, all schools/academies must have due regard to the need to eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010; to advance equality of opportunity between those who share a relevant protected characteristic and those who do not share it and to foster good relations across all protected characteristics. This means schools/academies must take into account equality considerations when policies are being developed, adopted and implemented. The HR and People team regularly reviews all policies and procedures which are recommended to schools/academies to ensure compliance with education and employment legislation including the Equality Act 2010. Consultation with schools/academies is an important part of this review process. Headteachers, Principals and Governing Bodies are asked to contact the HR and People team via the HROne Helpline if they believe there are any negative equality impacts in their school/academy in relation to the application of this policy/procedure.

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Introduction

The governing body of maintained schools have an obligation in line with the School Staffing (England) Regulations 2009 to establish procedures for the regulation of conduct of staff at the school. Academies and Free schools are also expected to establish procedures.

In line with the Education Act 2002, the governing body of Newall Green Primary School have a duty to exercise their function with a view to safeguarding and promoting welfare of children.

This obligation is further outlined within the statutory guidance, 'Keeping Children Safe in Education' (KCSIE Sept 22) (to which all schools must have regard) which stipulates the role that school staff must play in safeguarding pupils. Furthermore, in line with this statutory guidance, schools should have a staff behaviour policy or code of conduct, which should be provided to all staff.

In order to adhere to these obligations and to ensure that safeguarding children is at the focus of our school, this code of conduct has been compiled.

This Code of Conduct applies to employees, supply staff and governors of the school. Throughout this policy the use of the term school includes academies. The term 'staff' is used to apply to all of the individuals listed above. Any reference to the governing body includes governing boards and/or Trustees where appropriate and the term Executive Head includes Principal where appropriate.

This policy must be read in conjunction with the school's safeguarding/child protection policy and e-safety policies, whistle blowing policy and disciplinary policy. These policies can be found on the school website www.newallgreen.manchester.sch.uk

Objective, Scope and Purpose

The code of conduct establishes the clear standards of behaviour that are expected of all school staff, and clearly enables staff to understand what is and is not acceptable.

The purpose of this code of conduct is:-

- to ensure that staff to act as role models within their professional capacity;
- to ensure that staff maintain their own professional reputation;
- maintain the reputation of the school and;
- to ensure that conduct and behaviour of all staff both safeguards and sets the example for pupils and students.

Staff should understand the responsibilities and behaviours that are a fundamental part of their role in school. This code of conduct cannot be exhaustive. In addition to the actions and behaviours identified within this code of conduct, staff should ensure they continuously exercise their professional judgement in work and their personal life and avoid any conduct which may be in contravention with their professional role and responsibilities, and/or the ethos of the school.

In addition to this policy, all staff employed under Teacher's Terms and Conditions of Employment have a statutory obligation to adhere to the 'Teacher's Standards 2012' and in relation to this policy, Part 2 of the Teachers' Standards – Personal and Professional Conduct.

In addition to this policy, it is expected that Teaching Assistants will adhere to the non-statutory 'Professional Standards for Teaching Assistants 2016' and in relation to this policy, Part 1 of the TA standards - Personal and Professional Conduct.

For staff employed as Higher-Level Teaching Assistants, in addition to this policy, they must adhere to the 'Professional Standards for HLTAs 2003' and particularly in relation to this policy, Section 1 of the HLTA standards - Professional Values and Practice.

School staff work within the public sector, delivering public education, and are consequently accountable for the ethical and high-quality delivery of this public service. Therefore, in addition to this policy, staff are expected to adhere to the 7 principles of public life (the Nolan principles 1995), established by the Committee on Standards in Public Life; selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Staff Behaviours

Setting an example:

- Members of public and the wider school community are entitled to expect the highest standards of conduct from school staff.
- Staff are privileged to work with children and young people on a daily basis. This privileged position provides the authority and opportunity to influence children and young people. Staff must ensure they do not abuse this influence and instead use their position to act as role models and influence pupil/student behaviours positively.
- Staff must not behave in a manner which would lead any reasonable person to question their suitability to work with children or act as a role model
- Staff must avoid using inappropriate or offensive language at all times
- Staff must treat others with dignity, courtesy and respect at all times.
- Staff must remain professional towards each other at all times.
- Staff must also avoid putting themselves at risk of allegations of abusive or unprofessional conduct.

Honesty and Integrity:

- The public and school community are entitled to expect honesty and integrity on the part of all school staff and staff must uphold this.
- Staff must maintain high standards of honesty and integrity in their work. This extends to handling/ claiming money and the use of school property, facilities and equipment.
- Staff must treat resources responsibly and consider both the financial and environmental impact, ensuring that resources are not wasted unnecessarily.
- All staff must comply with the 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 a member of staff believes that a person has failed to comply with

the Bribery Act, this should be reported in accordance with the school's Whistleblowing procedure.

- Gifts from suppliers or associates of the school are not normally acceptable and must in any event be declared to the Executive Head, with the exception of "one off" token gifts from students or parents such as at the end of the Academic Year. This includes gifts in the form of hospitality and sponsorship.
- Personal gifts from individual members of staff to students are inappropriate and could be misinterpreted.
- A failure to adhere to this may lead to disciplinary action.

Conduct outside of work:

- Staff must not engage in conduct outside of work which could potentially damage the reputation of the school, the employee's own reputation or the reputation of other staff. This extends to usage of social media and staff must adhere to the school's social media policy.
- Staff must not allow their own personal interests to conflict with the school's expectations and professional requirements.
- Staff must not use personal interests or their position of authority to improperly apply influence. Please discuss this with the Executive Head if you are unsure how this may affect you.

Confidentiality:

- Staff may be party to information which is confidential as part of their professional role. Staff must not reveal confidential information about a pupil/student or their parents or carers other than in circumstances that necessitate this disclosure to a colleague as part of their professional capacity.
- Staff must not seek out information that is not relevant to them when carrying out their professional duties.
- Staff must not use information for their personal advantage.
- Staff must work within the requirements of the Data Protection Act 1998, ensuring that they follow the 'data protection principles.'
- If a child or other individual reports a safeguarding concern to a staff member in confidence, the staff member must report the concern to the Designated Safeguarding Lead. For the avoidance of doubt, staff must not make promises of confidentiality to a pupil/ student in these circumstances and must escalate their concerns through the school's appropriate channels only.

Safeguarding

This code of conduct must be viewed in conjunction with the school/Academy's safeguarding/child protection policy as well as Part One of the Keeping Children Safe in Education Statutory Guidance 2023 and The Prevent Duty 2023. These documents can be found at www.newallgreen.manchester.sch.uk

- All staff have a responsibility to create a safe environment for learning and to take responsibility for the pupils in their care with the aim of ensuring their safety and wellbeing. This duty extends to challenging any unauthorised adults on the premises and escalating any safeguarding concerns immediately.
- Staff must ensure their approach is child-centred with a focus on the best outcomes for that child.
- All staff have a duty to safeguard pupils from physical, sexual and emotional abuse and neglect. Staff must be aware of the signs of abuse and neglect and escalate any concerns to the School's Designated Safeguarding Lead.
- All staff have a duty to identify pupils at risk of radicalisation and escalate any concerns to the School's Designated Safeguarding Lead.
- The Designated Safeguarding Lead (DSL) for the school is Tom Rudd. In their absence, please report any concerns to the Executive Head.
- If a child reports a concern to a staff member in confidence, the staff member must report the concern to the DSL.

Interactions with pupils:

- Staff must maintain professional relationships with pupils at all times.
- Physical relationships with pupils are strictly prohibited.
- Pupils/ students should only be contacted by staff via the school's approved mechanisms. For the avoidance of doubt, staff must not provide pupils/students with personal email addresses, telephone numbers or befriend them on personal social media accounts. If staff require further clarification, please contact the Executive Head.
- If staff are contacted by students/ pupils via an inappropriate route, they must report this to the Executive Head immediately.

Health and Safety

Staff have a responsibility for their own safety and the safety of others. Staff must report any potential hazards or unsafe working practices and act in accordance with the Health and Safety at Work Act 1974.

All staff must sign in and out daily using the Inventory system, this includes leaving the premises at lunchtime or any other occasion during your working day.

If a member of staff is leaving early, they must sign out and give the appropriate reason, having sought permission from SLT prior to leaving the premises.

Equality

The school holds its obligations in line with the Equality Act 2010 and the Public Sector Equality Duty with the upmost importance. The school's equality objectives can be located on the school's website. Newall Green Primary School is committed to equality and expects staff to uphold these principles.

- Staff must not discriminate on any grounds throughout their professional role

- Staff must act as role models in promoting equality of opportunity and fostering good relations and mutual respect between different groups.
- Staff must be able to recognise acts of prejudice, discrimination or stereotyping and challenge this if appropriate and/or report this to the Executive Head.

ICT, Internet and E-safety

This should be read in conjunction with the school's social media and IT Acceptable use policies. These can be found www.newallgreen.manchester.sch.uk

- Staff must use school IT equipment responsibly and for professional purposes only. This includes the use of school email address and mobile phone, if applicable.
- Any data held on school networks must be accessed appropriately and stored securely. Staff must not disclose their passwords.
- If applicable, staff must ensure they follow the school's booking in/out equipment procedure.
- Staff must be aware of the risks to themselves, pupils and the school that the use of internet and social media can bring. Staff must therefore be responsible users of the internet and social media both at work and in their personal life and continue to act as a role model throughout their internet usage.
- Staff should be aware that they are accountable for any information or views expressed on social media or other internet sites. This includes views expressed directly and through affiliation with internet pages, such as 'liking' a page. Staff must not engage in any internet or social media usage that may bring the school into disrepute or bring in to question their professionalism and suitability for them, or other colleagues, to work within a school.
- Staff must ensure that they have activated high privacy settings on all social media sites. If you are unsure how to do this, please contact your line manager to discuss this.
- Staff should not discuss their professional role online. Staff should not disclose their workplace and/or their role on social media.
- Staff must not communicate or become 'friends' or 'followers' of pupils via personal accounts online.
- If any staff member identifies practices of 'cyber- bullying' this should be reported in line with the normal school procedure.
- Phones should be on silent / vibrate, kept in a secure place such as handbag or office and only used if our internal phone system does not cover an area or if a CPOMs code is being used. All personal calls/ texts etc. should be made in break times in an appropriate staff area away from the children.
- DO NOT use a camera for home and school use, keep photographs separate and do not store pictures of school children on home computer
- Remind parents when in assembly / productions etc. that if they take a pictures it is of their own child and must not be posted on the internet or Facebook

Dress and Appearance

- Staff must present themselves in a manner that is respectable and appropriate for their role within the school environment. Staff should ensure that they promote a professional image.

- Staff must not dress provocatively, nor in a manner that may offend, including through the wearing of controversial, political or offensive slogans.
- Examples of inappropriate clothing are as follows; jeans, miniskirts, tracksuit bottoms (unless a role requirement, e.g. on PE lesson days), cycling shorts (tailored shorts are acceptable), leggings unless with a long over-garment, baseball caps or hats and cropped tops. This list is non-exhaustive and staff must use their professional judgement to ensure their attire is appropriate.
- Footwear must be safe, sensible, smart and clean. Trainers - (unless a specific role requirement), or flip-flops are not acceptable.

Absence Reporting

- If staff are unable to attend work due to sickness or emergency reasons, they must follow the school's absence reporting procedures. Staff must notify Sarah Rudd of the reason for their absence, and likely duration of their absence by 7.30am or as soon as is reasonably possible in emergency situations.
- Staff must call on each day of their sickness absence prior to obtaining a fit note from their GP. A fit note is required for any sickness absence of more than 7 calendar days and a copy must be submitted to the school without any undue delay.
- Upon return to work, staff must complete a return to work form as soon as is reasonably possible and submit this to their line manager.

Leave of Absence

- For term time staff, leave of absence, not relating to sickness or emergency reasons, will not be routinely granted and requests should be made in exceptional circumstances only.
- If staff wish to submit a leave of absence request, they must follow the leave of absence procedures and complete the appropriate request form. Each request will be considered on its own merits and the impact on the school.

Other Employment

Staff are permitted to undertake additional paid or voluntary work outside of school. This is providing that the work does not;

- conflict with the interests, ethos or reputation of the school,
- take place during contracted working hours or school hours,
- have an adverse effect on your role at school, including an individual's work performance and attendance,
- Contravene the working time regulations.

Staff must notify the Executive Head prior to commencement of this work, or declare the additional work at the time of appointment.

Criminal Convictions

- In line with the Keeping Children Safe in Education document 2016, all new staff engaging in regulated activity with children must complete a satisfactory Disclosure Barring Service check prior to commencing a role at school.
- Existing staff (employees and volunteers) within school must notify the Executive Head in writing of any changes to their DBS, specifically if they are arrested, cautioned, charged or convicted of any offence.
- Staff must notify the Executive Head on the next day following an arrest, caution, charge or conviction. For the avoidance of doubt this includes being questioned under caution without charge.
- A failure to notify the school may lead to disciplinary action against the employee.
- Supply staff must contact their agency immediately should there be any changes to their DBS status.

Publications and Dealing with the Press

If staff are approached by the media in relation to any school issues, this must be escalated to the Executive Head immediately. Staff must not provide any statements or comments to the media without authorisation from the Executive Head to do so.

Disciplinary action

A failure to comply with this code of conduct may result in disciplinary action being taken.

Appendix 1 – Staff Confirmation Sheet

The Governing Body requires all staff to read, understand and abide by the Code of Conduct.

If there are any aspects of the Code of Conduct that you do not understand, please contact your line manager or the Executive Head to discuss this further.

I,(PRINT NAME) confirm that I have read and understand the school’s code of conduct

Signature.....

Date

Please return this page to Dianne Harris, School Business Manager. This information will be retained on your personnel file.



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CONFIDENTIAL

Childcare Disqualification Self-Declaration Form

The post you hold involves regularly providing or managing relevant childcare to children under 8 years of age. As part of our employment safeguarding vetting checks, you are required to provide the information requested on this form to enable a determination to be made regarding your suitability for employment in this role. This forms part of our overall commitment to safeguarding and should be completed by all new staff before commencement of employment and renewed every year for all current staff and volunteers.

The legislative provisions which allow us to request this information from you are as follows:

- The Childcare Act 2006
- The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018 (“the 2018 Regulations”)
- Rehabilitation of Offenders Act 1974
- Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020)
- Keeping Children Safe in Education

Please return this form in a sealed envelope to the School Business Manager.

Please note that failure to complete this form or disqualification from employment by virtue of the 2018 Regulations may result in your offer of employment being withdrawn.

Name:	
Position:	

Please answer the questions to the best of your knowledge and sign the declaration below to demonstrate that you are safe to work with children. Where questions relate to others, employees should make reasonable endeavours to make enquiries of people in their household. If there are any aspects of the declaration that you are not able to meet, you should disclose this immediately to the head teacher.

Please circle one option for **every** question:

Section 1 – Orders or other restrictions	
Have any orders or other determinations related to childcare been made in respect of any child in / under your care?	YES/NO
Have any orders or other determinations been made which prevent you from being registered in relation to childcare, children’s homes or fostering?	YES/NO
Are there any other relevant orders, restrictions or prohibitions in respect of you as set out in the 2018 Regulations? Available at the link below: Disqualification under the Childcare Act 2006 - GOV.UK (www.gov.uk)	YES/NO
Are you banned from working with children by the Disclosure and Barring Service (DBS) and/or on the Children’s Barred List?	YES/NO
Have your children ever been taken in to care?	YES/NO
Have or are your children the subject of a child protection order?	YES/NO

Section 2 – Specified and Statutory Offences	
Have you ever been cautioned, reprimanded, given a warning, given a youth caution or been convicted of:	
Any offence against or involving a child (a child is any person under the age of 18)?	YES/NO
Any violent or sexual offences against an adult?	YES/NO
Any offence under the Sexual Offences Act?	YES/NO
Any other relevant offences as set out in the 2018 Regulations? Disqualification under the Childcare Act 2006 - GOV.UK (www.gov.uk)	YES/NO
Any offence resulting in the death of or bodily injury of a child?	YES/NO
Have you ever been cautioned, reprimanded, given a warning for or convicted of any similar offence in another country?	YES/NO

Section 3 – Provision of Information

If you have answered YES to any of the questions above you should provide details below. Give details of the order, caution, reprimand, warning or conviction, including dates and relevant court(s)/body(ies).

You must also provide a copy of the relevant order, caution, conviction etc. In relation to cautions/convictions a DBS certificate may be provided.

Section 4 – Questions relating to ALL others in your household ('household' means anyone residing permanently with you or for any temporary period of time):

Is anyone living in your household disqualified for caring for children?	YES/NO
Has anyone living in your household been cautioned or convicted of any offences against a child?	YES/NO
Has anyone living in your household been cautioned or convicted of any violent or sexual offences against an adult?	YES/NO
Has anyone living in your household been barred from working with children by the Disclosure and Barring Service (DBS)?	YES/NO
Does anyone living in your household have children that have been taken into care?	YES/NO
Has anyone living in your household been the subject of a child protection order?	YES/NO
Has anyone living in your household had a court order made in respect of a child in their care?	YES/NO
Has anyone living in your household been refused registration or had registration cancelled in relation to childcare or a children's home or has anyone been disqualified from private fostering?	YES/NO

Section 5 – Declaration

In signing this form, I confirm that the information provided is true to the best of my knowledge and that:

- I understand my responsibilities to safeguard children and I am aware that I must notify the Executive Head of anything that may affect my suitability or that of anyone living in my household.
- I understand that I must notify the Executive Head immediately of anything now, or in the future, which affects, or might affect, my suitability to work in the school, including any cautions, warnings, convictions, orders or other determinations made that would render me disqualified from working with children under the Childcare Act 2006, replacement or similar legislation. Failure to notify is considered a serious matter and is considered gross misconduct under the Disciplinary processes and could result in summary dismissal.
- I give permission for you to contact any previous settings, Local Authority staff, the Police, the DBS, or any medical professionals, to share information about my suitability to care for children.

Signed:

Date:

Print Full Name:

Section 6 – Executive Head to record follow on action taken, where relevant

Signed:

Date:

Print Full Name: