



Staff Code of Conduct

Carleton Rode and Forncett St. Peter CEVA Federation

Statement of intent

Carleton Rode and Forncett St. Peter CEVA Federation expects all of its children to receive the highest possible quality of teaching, learning and assessment within a positive and respectful environment which upholds the federation's Christian foundation and values.

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

The governing board of Carleton Rode and Forncett St. Peter CEVA Federation recognises 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 document 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 Executive Headteacher.
- Employed in units or bases that are attached to the school.

This document does not apply to:

- Peripatetic staff members who are centrally employed by the LA.
- School meals staff employed by Norse Catering.
- Employees of external contractors.

These employees are governed by their individual employment contracts and any relevant laws, policies and procedures pertaining to their activities within the school, for example, the 2018 GDPR policies & procedures.

Signed by:

J Jones

Headteacher

Date: November

2020

K Byrne

Chair of Governors

Date: November

2020

Next review date:

autumn 2021

1. Other policies

1.1. This Code of Conduct should be read and adhered to in conjunction with the latest following policies, procedures and guidance:

- Safeguarding and Child Protection Policy
- Working Together to Safeguard Children
- Safer Working Practices
- Keeping Children Safe in Education DFE
- Whistleblowing Policy
- Behaviour and Anti-Bullying Policy
- Health and Safety Policy
- GDPR policies and procedures
- Equalities Objectives
- Leave of Absence Policy
- Online Safety Policy

2. Appearance and dress

2.1. The expectations of the governing board are that staff members:

- 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 children and that their dress and appearance should reflect this.
- Do not dress in a way that would cause embarrassment to children, parents, carers, colleagues or other stakeholders.

3. Attendance

3.1. The federation's expectations are that staff members:

- 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 of their working hours or during holidays, where at all possible.
- Refer to the federation policy on special leave if they need time off for any reason other than personal illness.
- Follow the federation absence reporting procedure when they are absent from work due to illness or injury.

4. Professional behaviour and conduct

- 4.1. Staff members are expected to treat other colleagues, children, parents, carers and external contacts with dignity and respect.
- 4.2. Discrimination, bullying, harassment or intimidation, including physical and verbal abuse, will not be tolerated in the federation. Staff are asked to read and follow the Whistleblowing Policy.
- 4.3. Staff members must not misuse or misrepresent their position, qualifications or experience, or bring the school into disrepute.
- 4.4. Staff members must inform the Executive Headteacher if they are subject to a criminal conviction, caution, ban, police enquiry, investigation or pending prosecution (other than driving penalties).

5. Safeguarding children

- 5.1. Our expectations are for staff members to:
 - Act in an open and transparent way that does not lead to any suspicion about their actions or intent.
 - Respect their duty to protect children from harm and to maintain professional boundaries.
 - Read and understand all school policies, procedures and guidance on child protection and safeguarding, including their obligations to undertake an up to date Disclosure and Barring Service check and the need to adhere to the guidance outlined in the latest version of Guidance for Safer Working Practices.

6. Declaration of interests

- 6.1. Staff members are required to declare their interests where the group or organisation they are affiliated with would be considered to be in conflict with the ethos or Christian foundation of the school. Membership of a trade union or staff representative group does not need to be declared.
- 6.2. Staff members should also carefully consider whether they need to declare their relationship with any individual where this might cause a conflict with federation's activities.
- 6.3. 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 trade union for advice.
- 6.4. All declarations, including nil returns, should be submitted in writing to the Executive Headteacher on the Register of Business Interests.

7. Probity of records

- 7.1. The deliberate falsification of documents is not acceptable. 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.

- 7.2. Where a staff member has claimed any benefit, either directly or indirectly, or has failed to disclose their full earnings, this will be treated as gross misconduct and the employee may be dismissed and referred to the police.

8. Financial inducements

8.1. Staff members must:

- Familiarise themselves and comply with the federation'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 parents, carers or children to school staff to express their gratitude, but staff members should always refuse gifts of money.
 - Hospitality in the shape of meals and drinks where it forms 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 gifts 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.

9. Contacts

9.1. Staff members shall not use federation 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.

10. Health and safety

10.1. Staff members must:

- Be familiar with and adhere to the federation's Health and Safety Policy and must ensure that they take every action to keep themselves and everyone in their 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 Executive Headteacher of any paid work which is undertaken elsewhere, for compliance with Working Time Regulations.

11. Alcohol and illegal drugs

- 11.1. 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.
- 11.2. If alcohol or drug usage impacts on a staff member's performance, the federation has the right to discuss the matter with the employee and take appropriate action, including referral to the police.

12. Premises, equipment and communication

- 12.1. School and federation equipment and systems are available only for school or federation-related activities and should not be used for the fulfilment of another job or for personal use, unless specifically authorised by the Executive Headteacher.
- 12.2. Illegal, inappropriate or unacceptable use of either schools' equipment or communication systems may result in disciplinary action and, in serious cases, could lead to an employee's dismissal.
- 12.3. Employees receiving inappropriate communication or material, or who are unsure about whether something he/she proposes to do might breach this policy, should seek advice from the Executive Headteacher.
- 12.4. The federation reserves the right to monitor emails, 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.
- 12.5. Communication systems may be accessed when the federation suspects that the employee has been misusing systems or facilities, or for the investigation of suspected fraud or other irregularity.
- 12.6. Passwords should not be shared and access to computer systems must be kept confidential except on the express request of the Executive Headteacher or systems manager. Breach of this confidentiality may be subject to disciplinary action.

- 12.7. School equipment that is used outside school premises, for example laptops, should be returned to the individual school when the employee leaves employment, or if requested to do so by the Executive Headteacher.

13. Social networking websites

- 13.1. Employees must not access social networking sites for personal use during class/working times.
- 13.2. Access to some journals, blogs and social networking sites is permitted during classes for the purposes of undertaking job related duties only.
- 13.3. Employees must act in the best interests of their school and the federation as a whole and not disclose any personal data or any information about any individual, including staff members, children or children. A polite reply to a post asking for information about an individual person or school issue can be made by advising the person posting to come into the relevant school, phone the teacher or office or refer to the Executive Headteacher etc.
- 13.4. Staff members should not 'friend' children on social networking websites.
- 13.5. Access may be withdrawn and disciplinary action taken if there is a breach of confidentiality or defamatory remarks are made against any individual at either school.

14. Data protection and confidentiality

- 14.1. Staff members are required, under the GDPR policies and procedures (2018), to collect, maintain, store and dispose of sensitive or personal data in a responsible manner in accordance with the federation's GDPR policies and procedures.
- 14.2. Staff members should not disclose sensitive information about their school, the federation, its employees, governors, the Diocese or the LA, to other parties.
- 14.3. The only exception whereby it is acceptable for a staff member to disclose information which would otherwise be considered confidential is when the confidential information gives rise to concerns about the personal safety or welfare of a child or adult.
- 14.4. Staff members have the right to request access to data that is held about them and such requests should be made to the Executive Headteacher using a GDPR Subject Access Request form.

Covid 19 Addition

All staff are required, under health and safety policy and other Covid 19 LA and DfE documentation and guidance, to follow all federation policy, procedures and risk assessments in relation to Covid '19.

N.B. This policy was adapted from the model policy provided by TheSchoolBus company to reflect the school's own aims, values, systems and procedures.