



Shears Green Junior School

Staff code of conduct

Approved by:

M Paterson

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1. Aims, scope and principles

This policy aims to set and maintain standards of conduct that we expect all staff to follow.

By creating this policy, we aim to ensure our school is an environment where everyone is safe, happy and treated with respect.

Many of the principles in this code of conduct are based on the [Teachers' Standards](#).

School staff have an influential position in the school, and will act as role models for pupils by consistently demonstrating high standards of behaviour.

We expect that all teachers will act in accordance with the personal and professional behaviours set out in the Teachers' Standards.

We expect all support staff, governors and volunteers to also act with personal and professional integrity, respecting the safety and wellbeing of others.

Failure to follow the code of conduct may result in disciplinary action being taken, as set out in our staff disciplinary procedures.

Please note that this code of conduct is not exhaustive. If situations arise that are not covered by this code, staff will use their professional judgement and act in the best interests of the school and its pupils.

2. Legislation and guidance

We are required to set out a staff code of conduct under regulation 7 of [The School Staffing \(England\) Regulations 2009](#).

In line with the statutory safeguarding guidance '[Keeping Children Safe in Education](#)', we should have a staff code of conduct, which should cover acceptable use of technologies, staff/pupil relationships and communications, including the use of social media.

3. General obligations

Staff set an example to pupils. They will:

- Maintain high standards in their attendance and punctuality
- Never use inappropriate or offensive language in school
- Treat pupils and others with dignity and respect
- Show tolerance and respect for the rights of others
- Not undermine fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Express personal beliefs in a way that will not overly influence pupils, and will not exploit pupils' vulnerability or might lead them to break the law
- Understand the statutory frameworks they must act within
- Adhere to the Teachers' Standards

4. Safeguarding

Staff have a duty to safeguard pupils from harm, and to report any concerns they have. This includes physical, emotional and sexual abuse, and neglect.

Staff will familiarise themselves with our safeguarding policy and procedures and the Prevent initiative, and ensure they are aware of the processes to follow if they have concerns about a child.

Our safeguarding policy and procedures are available in the staff room, from the school office and can be found on Google Drive. New staff will also be given copies on arrival. All staff will be provided with a CPOMS login with all safeguarding concerns being recorded here.

5. Staff-pupil relationships

Staff will observe proper boundaries with pupils that are appropriate to their professional position. They will act in a fair and transparent way that would not lead anyone to reasonably assume they are not doing so.

If staff members and pupils must spend time on a one-to-one basis, staff will ensure that:

- This takes place in a public place that others can access
- Others can see in to the room
- Classroom doors are left open
- A colleague or line manager knows this is taking place

Staff should avoid contact with pupils outside of school hours if possible.

Personal contact details should not be exchanged between staff and pupils. This includes social media profiles.

If a staff member is concerned at any point that an interaction between themselves and a pupil may be misinterpreted, this should be reported to their line manager or the headteacher.

Staff will not shout at children, there are more effective and more dignified ways of behaviour management.

6. Professional behaviours and relationships

All staff are expected to behave in a professional way that is not offensive to others and that cannot be deemed as bullying or harassment. Staff must treat colleagues and others with respect and positive regard at all times whilst demonstrating the school values of kindness, courage, curiosity and honesty. Slurs and offensive banter will not be tolerated. Staff must not criticise colleagues in front of parents, pupils, or other

members of staff. They must respect the skills, expertise and contribution each member of staff makes, and all staff are expected to make efforts to build productive working relationships with others in the interest of the pupils. Professionalism involves using judgement to make the right decisions and the school's policies and procedures provide staff with additional guidance and clarity.

7. Communication and social media

School staff's social media profiles should not be available to pupils. If they have a personal profile on social media sites, they should not use their full name, as pupils may be able to find them. Staff should consider using a first and middle name instead, and set public profiles to private.

Staff should not attempt to contact pupils or their parents via social media, or any other means outside school, in order to develop any sort of relationship. They will not make any efforts to find pupils' or parents' social media profiles.

Staff will ensure that they do not post any images online that identify children who are pupils at the school without their consent.

When belonging to Whatsapp groups, messages shouldn't be made that bring the school into disrepute.

Staff should be aware of the school's e-safety policy.

8. Acceptable use of technology

Staff will not use technology in school to view material that is illegal, inappropriate or likely to be deemed offensive. This includes, but is not limited to: sending obscene emails, gambling and viewing pornography or other inappropriate content.

Staff MUST NOT use personal mobile phones during teaching time – these must be stored away somewhere safe and only viewed during rest periods away from the children unless special circumstances by the head teacher. Staff may only use a school iPad to take photos and must not use personal mobile phones. There may be occasions e.g. PGL where if you accept, you will be asked to take photos on your phone. Photos should be deleted straight away from your phone and any cloud storage. All teaching staff are provided with a personal laptop and this should be used for school work within school.

We have the right to monitor emails and internet use on the school IT system.

9. Confidentiality

In the course of their role, members of staff are often privy to sensitive and confidential information about the school, staff, pupils and their parents.

This information will never be:

- Disclosed to anyone without the relevant authority
- Used to humiliate, embarrass or blackmail others
- Used for a purpose other than what it was collected and intended for

This does not overrule staff's duty to report child protection concerns to the appropriate channel where staff believe a child is at risk of harm.

10. Honesty and integrity

Staff should maintain high standards of honesty and integrity in their role. This includes when dealing with pupils, handling money, claiming expenses and using school property and facilities.

Staff will not accept bribes. Staff are able to accept gifts but these shouldn't be outside the normal Christmas and end of the academic year periods. If students offer gifts during the school year, these should be handed back and reported onto CPOMS.

Staff will ensure that all information given to the school about their qualifications and professional experience is correct.

11. Dress code

Staff will dress in a professional, appropriate manner and pertinent to the role they play within the school.

Clothes will not be revealing or sexually provocative. Staff should dress in a manner that is absent from political, offensive or other contentious slogans.

N.B: The senior leadership team reserve the right to speak to members of staff if clothing isn't professional or smart.

12. Conduct outside of work

Staff will not act in a way that would bring the school, or the teaching profession into disrepute. This covers relevant criminal offences, such as violence or sexual misconduct, as well as negative comments about the school on social media.

13. Monitoring arrangements

This policy will be reviewed bi annually, but can be revised as needed. It will be approved by the headteacher and shared with the full governing board.

14. Links with other policies

This policy links with our policies on:

- Staff disciplinary procedures, which will be used if staff breach this code of conduct. It also sets out examples of what we will deem as misconduct and gross misconduct
- Staff grievance procedures
- Safeguarding
- E-safety