



Upper Nidderdale Primary Federation

Staff & Volunteer Code of Conduct Policy

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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.

The Upper Nidderdale Primary Federation's Vision of Believe, Achieve, Inspire and 'CHAMPS' values are required to be upheld by all staff, visitors, governors and volunteers. As a Federation where the Unicef Rights of a Child are embedded within the ethos, all adults in school: teachers, support staff, governors, volunteers and friends and visitors have the responsibility to ensure children enjoy all their rights in school, respect the rights of others and build positive relationships with adults and peers across the school.

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 establish procedures for the regulation of staff 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 (among other things) cover low-level concerns, allegations against staff and whistle-blowing, as well as acceptable use of technologies (including the use of mobile devices), staff/pupil relationships and communications, including the use of social media.

3. General Obligations

Staff Respect and Equality in School

Staff should treat one another with **courtesy, fairness and professionalism** at all times. This means creating a working environment where everyone feels **valued, safe and included**.

Key expectations for staff behaviour

- **Speak respectfully** to colleagues, even when there is disagreement
- **Listen properly** and consider other people's views
- **Challenge discrimination, harassment or bullying** if it is witnessed or reported
- **Use inclusive language** and avoid stereotypes, assumptions or jokes that could offend
- **Treat colleagues fairly** regardless of protected characteristics
- **Respect differences** in background, belief, culture, identity, ability, age, sex, race, religion or sexual orientation
- **Support reasonable adjustments** for colleagues with disabilities or other needs
- **Maintain confidentiality** where appropriate and handle concerns professionally
- **Work collaboratively** and avoid behaviour that undermines or isolates others

In line with the Equality Act 2010

Staff must not:

- **Discriminate directly** against a colleague because of a protected characteristic
- **Discriminate indirectly** by applying rules or practices that unfairly disadvantage a group
- **Harass** a colleague through unwanted behaviour linked to a protected characteristic
- **Victimise** someone for raising an equality concern, complaint or challenge

The **protected characteristics** under the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our school is committed to treating all staff with dignity, respect and fairness. We expect every member of staff to behave professionally towards colleagues and to contribute to a positive, inclusive working environment.

All staff are expected to:

- Use respectful and inclusive language
- Challenge discrimination, harassment and bullying
- Value difference and promote equality
- Support reasonable adjustments where needed
- Work cooperatively and professionally with colleagues

Any behaviour that undermines the dignity of others or breaches this policy will be taken seriously and addressed appropriately.

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
- Not express personal beliefs in a way that exploits 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 child protection and safeguarding policy and procedures, and the Prevent duty, and ensure they are aware of the processes to follow if they have concerns about a child.

Our child protection and safeguarding policy and procedures are available in TEAMS in the policy folder and in hard copy in the office. New staff, volunteers will also be given copies on arrival. Supply staff will be given copies on arrival.

4.1 Allegations that may meet the harm threshold

This section is based on 'Section 1: concerns or allegations that may meet the harm threshold' in part 4 of Keeping Children Safe in Education.

This section applies to all cases in which it is alleged that anyone working in the school, including a supply teacher, volunteer or contractor, has:

- Behaved in a way that has harmed a child, or may have harmed a child, and/or
- Possibly committed a criminal offence against or related to a child, and/or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children, and/or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children – this includes behaviour taking place inside or outside of school

We will deal with any such allegation quickly and in a fair and consistent way that provides effective child protection while also supporting the individual who is the subject of the allegation.

A 'case manager' will lead any investigation. This will be the headteacher, or the chair of governors where the headteacher is the subject of the allegation.

4.2 Low-level concerns about members of staff

A low-level concern is behaviour towards a child by a member of staff that does not meet the harm threshold, but is inconsistent with the staff code of conduct, and may be as simple as causing a sense of unease or a 'nagging doubt'. For example, this may include:

- Being over-friendly with children
- Having favourites
- Taking photographs of children on a personal device
- Engaging in 1-to-1 activities where they can't easily be seen
- Humiliating pupils

Low-level concerns can include inappropriate conduct inside and outside of work.

All staff should share any low-level concerns they have using the reporting procedures set out in our Child Protection and Safeguarding Policy and Low-Level Concerns Policy. This must not be passed onto another staff member to report; it must be recorded as per the policy. We also encourage staff to self-refer if they find themselves in a situation that could be misinterpreted. If staff are not sure whether behaviour would be deemed a low-level concern, we encourage staff to report it.

All reports will be handled in a responsive, sensitive and proportionate way.

Unprofessional behaviour will be addressed, and the staff member supported to correct it, at an early stage.

This creates and embeds a culture of openness, trust and transparency in which our school values and expected behaviour are constantly lived, monitored and reinforced by all staff, while minimising the risk of abuse.

Reporting and responding to low-level concerns is covered in more detail in our Child Protection and Safeguarding Policy and Low-Level Concerns Policy. This is available in Teams or in the policy folder in the main office.

Our procedures for dealing with allegations will be applied with common sense and judgement.

4.3 Whistleblowing

Whistle-blowing reports wrongdoing that is "in the public interest". Examples linked to safeguarding include:

- Pupils' or staff members' health and safety being put in danger
- Failure to comply with a legal obligation or statutory requirement
- Attempts to cover up the above, or any other wrongdoing in the public interest

Staff are encouraged to report suspected wrongdoing as soon as possible. Their concerns will be taken seriously and investigated, and their confidentiality will be respected. The school aims to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Staff should consider the examples above when deciding whether their concern is of a whistle-blowing nature. Consider whether the incident(s) was illegal, breached

statutory or school procedures, put people in danger or was an attempt to cover any such activity up.

Staff should report their concern to the **headteacher**. If the concern is about the **headteacher** or it is believed they may be involved in the wrongdoing in some way, the staff member should report their concern to **the chair of the governing board - not the clerk or not via the clerk.**

Concerns should be made in writing wherever possible. They should include names of those committing wrongdoings, dates, places and as much evidence and context as possible. Staff raising concern should also include details of any personal interest in the matter. The school will investigate any complaints in a timely, respectful and confidential manner.

5. Sexual harassment

Sexual harassment is any unwanted physical, verbal or non-verbal conduct of a sexual nature that has a purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. It also includes treating someone less favourably because they've submitted or refused to submit to unwanted conduct of a sexual nature in the past, or harassment related to sex or gender reassignment. When this behaviour is unwanted, it includes (but isn't limited to):

- Unwanted physical conduct or 'horseplay' including touching, pinching, pushing and grabbing
- Continued suggestions for sexual activity after it has been made clear that such suggestions are unwelcome
- Sending or displaying material that is pornographic, or that some people might find offensive
- Unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless)
- Offensive emails, text messages or social media content
- Comments and jokes of a sexual nature
- Sexually suggestive looks and staring
- Sexual propositions and advances
- Promising things in return for sexual favours
- Physical contact such as massaging, hugging or kissing
- Sexual contact on social media

Staff will help create a positive environment that works to prevent sexual harassment. This includes calling out sexual harassment that they witness. All witnesses will be provided with appropriate support and will be protected from victimisation.

If a staff member is concerned at any point about incidents of sexual harassment (either directed at them or someone else), they should report their concern to the headteacher. If the concern is about the headteacher, or it is believed they may be

involved in the wrongdoing in some way, the staff member should report their concern to the chair of governors; not via the clerk or to the clerk. The school will investigate any complaints in a timely, respectful and confidential manner.

All staff will receive training on recognising and responding to incidents of sexual harassment. The school will monitor the treatment and outcomes of any complaints of sexual harassment or victimisation received to make sure that they are properly investigated and resolved, those who report or act as witnesses are not victimised, repeat offenders are dealt with appropriately, cultural clashes are identified and resolved and workforce training is targeted where needed.

6. Behaviour Management and Restrictive Intervention

Staff must ensure they fully understand the school's policies on behaviour management and physical intervention guidance. Staff must always follow these, using strategies appropriate to the circumstances and situation. Staff should not use any form of degrading or humiliating treatment to punish a pupil.

There are occasions when it is entirely appropriate and proper for staff to have physical contact with children; however, it is crucial that staff only do so in ways appropriate to their professional role and in relation to the pupil's individual needs and any agreed care plan and policy.

Any physical contact should be in response to the child's needs at that time, of limited duration and appropriate to their age, stage of development, gender, ethnicity and background. Employees should, therefore, always use their professional judgement.

All instances of behaviour, concerns for children MUST be reported onto CPOMS immediately. See CPOMS policy.

Our Child Protection and Safeguarding Policy and our Behaviour Policy are available in TEAMS/STAFF/POLICIES/FEDERATION POLICIES and in the main office, as well as in the Policies section of our school website. New staff will also be given copies as part of the induction process.

7. 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 1-to-1 basis, staff will make sure that:

- This takes place in a public place that others can access
- Others can see into the room

➤ 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.

As a Federation, we discourage gifts from parents to staff and staff to staff. While we are aware some pupils and their parents/carers may wish to give gifts to staff, e.g. at the end of the school year, gifts from staff to pupils are not acceptable.

If a staff member is concerned at any point that an interaction between themselves and a pupil may be misinterpreted, or if a staff member is concerned at any point about a fellow staff member and a pupil, this should be reported in line with the procedures set out in our Safeguarding and Child Protection Policy.

8. 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 pseudo name or first and middle name instead and set their profiles to private.**

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

If staff have friends online who are also parents; they are to notify the Headteacher and record on the Acceptable User agreement annually.

Staff should be aware of the school's Online Safety Policy and AI policy.

9. Acceptable use of technology

Staff will not use technology in school or belonging to the 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.

We have the right to monitor emails and internet use on the school IT system as outlined in the ICT and internet acceptable use policy and ICT agreement.

The school will monitor the use of information systems without notice. A record of any websites accessed by employees is recorded by the school's system and may be examined later if misuse is suspected.

The school's DSL ensures that the filtering and monitoring systems are in line with the Cyber security standards and will analyse reports monthly (KCSIE).

All staff must report any misuse or inappropriate material accessed by pupils or adults. This may be the case if similar spelt words are input/keyed.

The personal use of mobile phones during working hours should be undertaken with discretion and be restricted to dealing with emergencies. Employees should not make or receive calls or texts during work time where pupils are present; this includes the use of smart devices such as watches.

Mobile phones should be on silent at all times whilst in school and should not be left on display, with the *exception of places determined by the school (*staff room/personal offices - NOT the main school offices). These should be locked in the staffroom or locked drawer.

Private use of school facilities, such as computers (including use of the internet), stationery and photocopiers is governed by these documents. Employees should not arrange to receive correspondence, telephone calls or emails in school related to outside work or private interests.

Personal devices

The school accepts that employees will bring their own devices into the workplace and may use them for work purposes e.g. sending and receiving work e-mails on a mobile phone or tablet. When employees are using personal devices for work purposes, including accessing Wi-Fi whilst on school premises, then the standards contained in this code will apply to their use. Anybody accessing the Wi-Fi must record this in the logbook kept in EACH school main office.

Employees are not permitted to use their personal devices for making voice or video recordings within school, or taking photos of pupils. If there is a requirement in the individual's role to take photographs of children for school purposes, this should be carried out using school equipment, which will be provided with the agreement of the Headteacher/Deputy Headteacher and in line with the agreed school procedures, and where appropriate, permissions have been sought.

In addition, employees must not:

- Disclose any information that is confidential to the school to any third party or disclose personal data or information about any individual, colleague, pupil or parent/carers, which could be in breach of data protection legislation
- Disclose any information that is not yet in the public arena
- Post illegal material, e.g. material that incites racial hatred
- Link their own personal web pages to the school's website
- Include any information, sourced from the school, which breaches copyright

- Make defamatory remarks about the school, colleagues, governors, pupils and parents/carers
- Publish any material or comment that could undermine public confidence in the individual as a representative of the school or in their position of trust within the community
- Misrepresent the school, by posting false or inaccurate statements about the work of the school

In circumstances where an employee makes an inappropriate comment in relation to the school, or an employee of the school, but does not actually name them, then the school may still consider taking action if it believes that the comment is damaging to the school.

Staff will not use technology in school or belonging to the 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 will not use personal mobile phones and laptops, or school equipment for personal use, in school hours or in front of pupils. Any personal use must be in the employee's own time (before or after working hours or during lunch breaks). All personnel must comply with the standards and restrictions set out in this Code. They will also not use personal mobile phones or cameras to take pictures of pupils.

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

Refer to Online and AI policy*

10. Confidentiality

During their role, members of staff are often privy to sensitive and confidential information about the school, staff, pupils and their parents/carers, which **includes those who may be family members.**

This information should never be:

- Disclosed to anyone unless required by law or with consent from the relevant party or parties
- Used to humiliate, embarrass or blackmail others
- Used for a purpose other than what it was collected and intended for

This does not overrule a staff member's duty to report child protection concerns to the appropriate channel where staff believe a child has been harmed, or is at risk of harm, as detailed further in our Safeguarding and Child Protection Policy.

11. 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. Gifts that are worth more than £20.00 must be declared and recorded in the gifts and hospitality register.

Staff will ensure that all information given to the school is correct. This should include:

- Background information (including any past or current investigations / cautions related to conduct outside of school)
- Qualifications
- Professional experience

Where there are any updates to the information provided to the school, the member of staff will advise the school as such as soon as reasonably practicable. Consideration will then be given to the nature and circumstances of the matter and whether this may have an impact on the member of staff's employment.

12. Dress code

Staff will dress in a **professional**, appropriate manner that promotes our high expectations in the same way that our pupil dress code aims to.

Outfits will not be overly revealing.

Tattoos are allowed and we believe this is staffs' uniqueness. Tattoos that are offensive must be covered up.

Piercings are allowed.

Clothes will not display any offensive or political slogans.

13. Conduct outside of work

Staff will not act in a way that would bring the school, or the teaching profession, into disrepute. This covers conduct including but not limited to relevant criminal offences, such as violence or sexual misconduct, as well as negative comments about the school on social media. Any conduct of this nature could lead to disciplinary action.

14. Monitoring arrangements

This policy will be reviewed annually but can be revised as needed. It will be approved by the full governing body.

Our governing body will ensure this code of conduct is implemented effectively and will ensure appropriate action is taken in a timely manner to safeguard children and deal with any concerns.

15. 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
- Child protection and safeguarding
- AI policy
- Online policy
- Behaviour policy
- Gifts and hospitality
- Low Level policy
- Whistle-blowing
- School communications