



WARBLINGTON  
SCHOOL

# CODE OF CONDUCT

Current document may be accessed under the policies tab at:  
[www.warblington.hants.sch.uk](http://www.warblington.hants.sch.uk)

## Document Control

Reviewed by	Approved by the Governors	Scheduled Review Date
Headteacher	20 October 2020	Autumn Term 2021

## Document Owner: The Governing Body

Leadership Team member responsible: Headteacher

## Instructions

- Please read this document carefully, note that Appendix 1 has been duplicated.
- Please sign both and return one copy to the PA's office.

*We have adopted a child rights approach based on the United Nations Convention on the Rights of the Child (CRC) and we embedded it in our school policy, practice and culture. Through the Code of Conduct Policy, we respect the position of staff as 'duty bearers' of the CRC and work to establish relationships across the school community which are mutually respectful. Through this policy, we understand the concepts of fairness and equity and work to promote such principles.*

*Our children have a right to protection, regardless of age, gender, race, culture or disability. (Articles 1, 2 & 3) The school believes that every child has the right to life and that we are dedicated to ensure that children have every opportunity to survive and develop to their full potential (Article 6). We support every child so they have a standard of living that is good enough to meet their physical and social needs and support their development (Article 27). This policy provides guidance to staff to ensure that at all times the needs of the child are paramount and that procedures and systems, are in place so that students at Warblington School are encouraged to keep themselves safe from drugs, sexual and other forms of exploitation (Articles 33, 34 ,35, 36 and 37).*

## **1. Purpose and principles**

This Code of Conduct aims to establish a set of principles which underpin the expected conduct of staff at Warblington School with the intention of encouraging staff to achieve the highest standards of conduct at work and of minimising the risk of improper conduct occurring.

The school requires that all staff have read and comply with the Code of Conduct each year. Where clarification is needed on any aspect of this document, this should be sought from the Headteacher.

Breach or failure to observe the provisions of this document may lead to action being taken under the school disciplinary procedure <T:\policies\Policy - Staff Disciplinary Policy.pdf> and could lead to dismissal.

This document is also part of the new staff induction programme.

The Code of Conduct is not exhaustive in defining acceptable and unacceptable standards of conduct and behaviour and should be read alongside the teacher standards In circumstances where guidance does not exist individuals are expected to use their professional judgement and act in the best interests of the school and its pupils. When in doubt, staff should seek clarification and advice from the Headteacher or the Leadership Team.

## **2. Scope**

The Code of Conduct applies to:

- all members of staff, including teaching and support staff;
- volunteers, including governors;
- casual workers;
- temporary and supply staff, either from agencies or engaged directly;

- student placements, including those undertaking initial teacher training, and apprentices.

References to 'staff' throughout the Code of Conduct refer to all of the above groups.

Any links within this document to other documents are for ease of use and do not form part of this Code of Conduct.

The Code of Conduct exists in addition to Hampshire County Council's [Local Government Code of Conduct](#).

### **3. Professional standards at work**

Staff are expected to demonstrate the highest possible standards of personal and professional conduct and behaviour and consistently act with honesty and integrity. To reflect the UNICEF CRC, the school expects staff to treat each other, pupils, parents and the wider school community with dignity and respect at all times.

Furthermore, staff must have regard for the ethos and values of the school as well as its policies and procedures and act in accordance with these at all times, including in their dealings with those who come into contact with the school e.g. visitors.

Staff must act in accordance with their duty of care to pupils and ensure that the safety and welfare of the children and young people at the school are accorded the highest priority. In this and other ways staff should always maintain standards of conduct and behaviour which sustain their professional standing and that of the school.

Teachers are reminded of, and are expected to uphold, their wider responsibilities as set out in the [Teachers' Standards](#), including an understanding of, and acting within, the statutory frameworks which set out their professional duties and responsibilities, following the guidance within the Safeguarding and Child Protection and E-Safety Policies

### **4. Safeguarding**

Warblington School recognises its statutory and moral duty to safeguard and promote the welfare of pupils and understands that all staff play a vital role in meeting these responsibilities. Staff must be aware of their individual safeguarding responsibilities, including to provide a safe environment in which children can learn, to be aware of the signs of abuse and neglect, to identify children who are suffering, or are likely to suffer, significant harm and to take appropriate action in such cases to prevent concerns from escalating.

All members of staff must be aware of the school's systems for supporting child safeguarding, including the role of the school's Designated Safeguarding Lead (DSL). In this school the DSL is The Assistant Headteacher for Pastoral Support. Deputy DSL's are our SENCO and the PA to the DSL.

Staff are reminded of their duty to report safeguarding concerns about staff, in line with the Procedure for Protected Disclosures (Whistle blowing) Policy. Any concerns or allegations must be raised without delay to the school's DSL in the first instance or to the headteacher if the DSL cannot be located. In cases where the safeguarding concern is in reference to the Headteacher, the Chair of Governors must be alerted immediately.

Staff should be familiar with the school's Safeguarding and Child Protection policy, which is available to all staff in T:\Policies. All staff will receive appropriate child protection training and will be provided with annual guidance and regular updates on child safeguarding as part of their induction to the school. All new staff received additional training when they join the school community.

In accordance with the statutory guidance published by the Department for Education 'Keeping Children Safe in Education' (2018) all staff in Warblington School are required to read Part One 'Safeguarding information for all staff' and will be provided with a copy at their annual training in September or as part of their induction to the school. The full document is available from [www.gov.uk](http://www.gov.uk).

Further information is found in the guidance document 'The avoidance of unnecessary contact and allegations' which can be found T:\Policies and in 'Guidance for safer working practice for those working with children and young people in education settings' (September 2015) provided by the Safer Recruitment Consortium.

## **5. Appropriate relationships**

### **Pupils**

Individuals who work or volunteer in a school environment are in a position of trust. Staff should be mindful of the need to maintain professional boundaries appropriate to their position and must always consider whether their actions are warranted, proportionate, safe and applied equitably. This should bear in mind the position of power that staff hold and it should be measured alongside the vulnerability of students.

Staff should act in an open and transparent way that would not lead any reasonable person to question their actions or intent. Staff should think carefully about their conduct so that misinterpretations are minimised.

Staff must avoid unnecessary physical contact with children. Where physical contact is essential, e.g. for safety reasons, the pupil's permission must be gained for that contact wherever possible. If restrictive physical intervention / physical contact is made to remove a pupil from a dangerous situation or an object from a pupil to prevent either harm to themselves or others, then this should be recorded and reported to the Headteacher. In cases where accidental physical contact was made, it should be reported to the Headteacher. In all cases staff should act in accordance with the school's Restrictive Physical Intervention policy

Any sexual behaviour by a member of staff with or towards a pupil is unacceptable. Staff are reminded that under the Sexual Offences Act 2003, it is a criminal 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 of that child, even if the relationship is consensual.

## **Parents**

Staff are expected to interact with parents in a polite and respectful manner and recognise parents' entitlement to express any concerns they may have about their child's learning, safety or wellbeing. Staff should avoid discussing school matters with parents outside school if approached and should instead refer the parent to the normal school communication channels.

## **6. Use of IT including social media**

Internal e-mail and internet systems must be used only in accordance with the school's acceptable use of ICT policy <T:\policies\Policy - Staff Acceptable use of ICT 2019.pdf>

Social networking sites offer the opportunity for communication with children, young people and their parents outside normal professional boundaries. School staff must take care to protect their privacy and protect themselves from risk of allegations in relation to inappropriate relationships and cyberbullying. Staff must not develop or maintain online relationships with parents or pupils through social networking sites, instant messaging or other media, whether this is through school or personal IT facilities.

Please refer to the school's acceptable use of IT policy for further guidance on acceptable and unacceptable use of IT, social media and mobile phones.

## **7. Confidentiality and disclosure of information**

Staff must ensure that they do not disclose confidential information to anyone who does not have the right to receive it. Where information is disclosed this should be in line with the principles of the General Data Protection Regulations. Equally staff should not prevent another person from gaining access to information to which that person is entitled by law. If there is doubt about whether or not to share information, advice must be sought from a member of the Leadership Team.

Information obtained during the course of an individual's work should never be used for personal gain or benefit, nor should it be passed onto others who might use it in such a way.

## **8. Dress and appearance**

An individual's dress and appearance is a matter of personal choice; however, staff should ensure that they dress appropriately, decently and safely for a school environment and for the role they undertake, as well as setting a good example to both pupils and visitors.

Staff should have particular regard to the health and safety risks involved with certain lessons i.e. physical education/food technology and the need to dress appropriately and safely when undertaking these activities, such as wearing appropriate footwear, removing jewellery etc.

The school recognises the diversity of cultures and religions of its staff and will take a sensitive approach when this affects dress and uniform requirements. However, priority will be given to health and safety, security and other similar considerations of other staff, pupils and the school.

## **9. Equal opportunities**

The school is aware of its obligation under the Human Rights Act 1998 and complies with relevant requirements as set out in the Equality Act 2010. The Governing Body of the school is committed to equality for all in the appointment, development, training and promotion of staff, and in all dealings with pupils and parents of the school. It also recognises that all members of staff have the right to work in a safe environment without fear of discrimination, harassment or abuse.

In support of our Silver Rights Respecting award, all pupils, colleagues, parents, members of the public and wider school community have the right to be treated with fairness and equality and must not be discriminated against. The school expects staff to uphold these principles.

## **10. Conduct outside work**

Care should be taken by staff to avoid any conflict of interest between activities undertaken outside school and responsibilities within school. In no case should outside activities bring the school into disrepute.

Staff must disclose any misconduct or alleged misconduct made against them, including any incidents arising from alternative or additional employment outside of this school. Disclosure must be made to the headteacher without delay, after which consideration will be given to the relevance or otherwise of the misconduct to their role in the school.

Where staff are in doubt as to whether there is a conflict of interest advice must be sought from the Headteacher.

## **11. Declaration of interests**

Staff should consider carefully whether they need to declare to the school any relationship with an individual where this might cause a conflict with the school's activities, for example, a relationship with a Governor, another staff member or a contractor who provides services to the school. Where such a declaration is necessary this should be made to the Headteacher.

Staff may undertake work outside school, either paid or voluntary, provided it does not conflict with the interests of the school nor be at a level which may contravene the [Working Time Regulations](#) or affect an individual's performance at work.

## **12. Whistleblowing**

The School follows the Keeping Children Safe in Education 2018 guidance regarding allegations of abuse made against teachers and other staff. The [Public Interest Disclosure Act 1998](#) (as amended) gives protection to people who disclose reasonable concerns about serious misconduct or malpractice at work. This is sometimes known as Whistleblowing. The Governing Body of the school will treat all matters of malpractice very seriously and allegations about such matters will be dealt with quickly and with appropriate confidentiality.

All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the school's safeguarding regime.

Staff should acknowledge their individual responsibilities in bringing matters of concern to the attention of senior leadership in the school. This is particularly important where the welfare of children may be at risk.

A clear procedure is provided for staff to raise issues with the purpose of assisting in reducing the risk of serious concerns being mishandled, whether by the individual or by the school. Please refer to the school's Procedure for Protected Disclosures ("Whistleblowing") for further information <T:\policies\Policy - Whistleblowing.pdf>

## **13. Health and safety**

Staff must adhere to the school's Health and Safety policy and should ensure that they take every action to keep themselves and others in the school environment safe.

Please refer to the school's Health and Safety policy for further information <T:\policies\Policy - Health & Safety.pdf>

## **14. Gifts and hospitality**

There may be occasions where children or parents wish to pass small tokens of appreciation to staff, for example as an end of year 'thank-you', and this is acceptable. However, it is unacceptable to receive gifts on a regular basis or of any significant value or to suggest to pupils that gifts would be appropriate or desired. Money should never be accepted as a gift.

It is not acceptable for staff to give gifts to pupils and any rewards given to children must be given in agreement with the declared reward practice of the school in line with the school's behaviour policy <T:\policies\Policy - Behaviour.pdf>. Staff should not solicit or accept any gift, hospitality or other reward from external parties which

influences the way in which they carry out their duties or leads the giver to expect preferential treatment.

**15. Use of school resources and funds**

The use of school resources, property and equipment is for school-related activities only, except where otherwise agreed.

All members of staff must use any public or school funds entrusted or handled by them in a responsible and lawful manner.



**Appendix 1** (for signature and return)

I have read the School's Code of Conduct and understand the principles which underpin the expected conduct of staff at Warblington School with the intention of encouraging staff to achieve the highest standards of conduct at work and of minimising the risk of improper conduct occurring.

I understand that breach or failure to observe the provisions of this document may lead to action being taken under the school disciplinary procedure and could lead to dismissal.

Name:

Date:

Signed: