

	CODE OF CONDUCT FOR SCHOOL BASED STAFF
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CONTENTS

Scope and purpose	2-4
1. Expectations	5
2. Respect for others	6
3. Declaration of interests	7
4. Reporting responsibilities	7
5. Political neutrality and activity	8
6. Membership of other bodies	9
7. Misuse of position	10
8. Safeguarding	10
9. Health and Safety	11
10. Finances and the use of School and other public resources	<u>12</u>
11. Communications, electronic media and social networking	<u>13</u>
12. Confidentiality and data protection	14
13. Personal financial affairs, data and pay	15
14. Relationships	16
15. Gifts and hospitality	17
16. Business Expenses	18
17. Alcohol and drugs	18
18. Smoking	19
19. Additional work	19
20. Contact with the media	20
21. Off-rolling and “Gaming the system”	21
22. Further information	21
Appendix 1: Standards of Behaviour	22
Appendix 2 – Acceptable standards of appearance	31
Appendix 3 – Guidance re gifts etc	34
Appendix 4 – Extract from the OfSTED Inspection Handbook re “Gaming the system” and “off-rolling”	<u>35</u>
Declaration	37

Code of conduct for school based staff

Scope and purpose

This code of conduct sets out the School's requirements of its employees. However, all those carrying out work for or on behalf of the School, including governors, temporary workers, interim staff, consultants, business partners and contractors are also required to adhere to the principles of the code. Councillors are covered by their own Code of Conduct.

Everyone who works at the School has a responsibility to those who use our services. That is why it is so important we ensure that we are "doing the right thing" and adhering to the high standards of governance at the School. We are accountable to the people who use our services, and so it is vital that we conduct our business with honesty, transparency and accountability.

It is important that you read, understand and follow the code and doing so will ensure that we are all working to the standards that the public expects and will help make the School a good place to work.

If you are at all uncertain, you should be guided by the key principle that even if your actions, decisions or behaviour are proper, you need to ensure that you are above suspicion and there is no appearance of improper conduct.

The code of conduct is intended to ensure that all those working for the School are aware of standards expected of them and/or the School, specifically that they do not commit and are not open to allegations of inappropriate behaviour; favouritism, abuse of authority or conflict of interest.

The Code of Conduct and the associated guidelines should read in conjunction with the Croydon Scheme for Financing Schools (approved by schools forum) for maintained schools or the Academies Trust Handbook (previously known as the Academies Financial Handbook) for academies and the seven principles of Public Life, known as the Nolan Principles (See Appendix 5).

Governors are expected to observe the requirements of the Governing Board Code of Practice in addition to the Code of Conduct.

Teachers are also required to comply with the Personal and Professional Conduct requirements laid down in the Department for Education's most recent [Teachers' Standards](#) document in addition to the Code of Conduct.

The School's disciplinary procedure aligns with this code of conduct. **Failure to observe any of the standards** of this code of conduct may be investigated in accordance with the disciplinary procedure. Breaches of the code by workers who are not directly employed by the school may be referred to their employer and they may be stopped from working for the school with immediate effect. The school may reconsider its contractual relationship with contractors/agencies who do not take appropriate action in the event that their workers breach the standards expected in this code.

Breaches of the code by Governors will be dealt with in accordance with the Governance Regulations and advice will be sought from Governor Services.

Code of conduct for School Based Staff

Introduction

We are a Church of England school, which recognises the school status as a Voluntary Aided Church of England School. The first stated aim of our school is to uphold Christian belief through worship and daily life and to enable pupils, students and staff to grow in living faith. This is what motivates the school to be a centre of excellence in all it does, a partnership based on mutual respect and common purpose, a friendly, supportive and caring community, in which all are valued. For the purpose of this policy we have adopted the Croydon Education Partnership policy recommended by the London Borough of Croydon, which should be read in conjunction with other school policies including the Staff Handbook.

This code of conduct has regard to the DfE statutory guidance, *Keeping Children Safe in Education* and also includes extracts from *Guidance for Safer Working Practice for Adults who Work with Children and Young People in Education Settings*. This guidance should be used as a working reference document for all members of staff working with children and young people and it will be used in conjunction with the staff handbook and used during induction and to inform relevant policies and procedures within the school.

Whilst this code predominantly refers to 'employees' or 'members of staff', the school expects all those working for and on behalf of the school, including in a voluntary capacity (encompassing governance), to reflect the standards of conduct and behaviour contained within this document.

It is important that you read, understand and follow the code and doing so will ensure that we are all working to the standards that the public expects and will help make the School a good place to work.

The code of conduct is intended to ensure that all those working for the School are aware of standards expected of them and/or the school, specifically that they do not commit and are not open to allegations of inappropriate behaviour; favouritism, abuse of authority or conflict of interest.

The Code of Conduct and the associated guidelines should read in conjunction with the Croydon Scheme for Financing Schools (approved by schools' forum) for maintained schools. Governors are expected to observe the requirements of the Governing Board Code of Practice in addition to the Code of Conduct.

Teachers are also required to comply with the Personal and Professional Conduct requirements laid down in the Department for Education's most recent [Teachers' Standards](#) document in addition to the Code of Conduct.

The school's disciplinary procedure aligns with this code of conduct. **Failure to observe any of the standards in the code of conduct may lead to disciplinary action which could result in dismissal.** Breaches of the code by employees who are not directly employed by the school may be referred to their employer and they may be stopped from working for the school with immediate effect. The school may reconsider its contractual relationship with contractors/agencies who do not take appropriate action in the event that their employees breach the standards expected in this code.

Breaches of the code by Governors will be dealt with in accordance with the Governance Regulations and advice will be sought from Governor Services.

Please note that throughout this procedure the Headteacher is defined as the officer to be notified. In cases where the Headteacher is the "employee" then the person to be notified is the Chair of Governors.

1. Expectations

Everyone who works for the school in whatever role is representing the school, whether a permanent or temporary member of staff, a contractor, including agency staff, one of our partners, a governor or other volunteer.

Everyone working for the school:

- must display high standards of behaviour and conduct to instil public confidence in the integrity of the school as a whole
- Staff must act, and be seen to act, with integrity and in a manner that upholds the trust and confidence placed in them by pupils, parents, colleagues, and the wider community.
- is expected to perform their duties with honesty, impartiality and objectivity and be held accountable for their actions
- is expected to declare any direct or indirect personal interest which may create, or be seen to create, a conflict of interest with their school duties
- is expected to behave in a manner, both at and outside of work, that will not bring the school's reputation into disrepute.
- Is expected to wear their photo identity/lanyard at all times when on the school site for safeguarding of the school.
- Is expected to use the Inventory system when entering or exiting the school site. This is a necessity for safeguarding and Fire and Evacuation regulations. The locations to sign in and out are : Visitor Gate, Rear Car Gate, Reception and Sixth Form.
- Is expected that all staff arrive to work in good time prepared to begin their first session of work on time in the relevant place.

This also includes but not limited to:-

- Duties
- After school meetings
- Staff Development Days

As previously stated, staff should sign in and out via the Inventory System. Punctuality and attendance will be monitored via this system. Late arrivals: early departures, failure to sign in and out will be followed up by the Deputy Headteacher as follows –

- **Letter 1** - will be issued with a four-week review period scheduled.
- **Letter 2** – No further improvement – Pay may be deducted and a further 4-week review period will be scheduled.
- **Letter 3** – Formal written warning - relevant deduction from salary and a formal meeting arranged with the HR representative and Deputy Headteacher.

If there has been no immediate and sustained improvement in your punctuality, further action will be taken and if it persists, a final warning may be issued, which may result in the termination of your contract.

Is expected that staff telephone the Absence line by **7:45am on each day of absence: 07864996438** to **report illness, lateness or any other absence**. All absences are to be reported by the staff member who will be absent, however there is an understanding that this may be difficult if there is an emergency e.g. Hospitalisation

- 1.1 It is the duty of all employees working for the school, to familiarise themselves with this code, seeking clarity if uncertain about any of its content.
- 1.2. All employees have a responsibility to act in a way which ensures public confidence in their honesty and integrity. Public confidence can be affected by an individual's behaviour. The school seeks to maintain the highest standards of public confidence and requires the highest standards of behaviour from its employees. Employees must not conduct themselves in any way which might create doubt about their suitability to work for the school, or which has the potential to bring the school into disrepute or damage its reputation. Being charged, convicted or cautioned for criminal offences may mean that an employee is unsuitable for employment, even where there is no direct link between the nature of the offence and the work they undertake.
- 1.3. Perceived behaviour is also important in ensuring public confidence and employees must therefore act in a way that also avoids the appearance of any improper conduct or displays a conflict of interest. Employees must be able to demonstrate that their judgment and actions at work are objective and impartial and are not affected or influenced by personal considerations arising from any commitments and/or activities outside work.
- 1.4. The Governing Body are responsible for overseeing this code: the code of conduct is available on the school's website and a copy will be provided to all employees, contractors and agency staff on introduction of the code of conduct and for new employees when they are recruited. The code of conduct will also be shared with all contractors/agency employees when they are engaged to provide services to the school.

2. Respect for others

Employees must always act with the respect that their colleagues and the public are entitled to expect. To develop and maintain a positive, productive and embracing work environment, it is important that colleagues treat each other well.

Employees must treat others professionally and with respect at all times and any inappropriate standard of behaviour will not be tolerated (*see Appendix1*)

3. Declaration of interests

By declaring interests, employees help maintain public confidence, avoid any suspicion of impropriety and protect themselves against allegations of wrongdoing. Declarations should be made no matter how remote the interest is or if considered by the employee to be insignificant.

Any employees who are in a position to influence decisions which taken by, or on behalf of, the school and have any interest in that decision must declare it to Headteacher. Examples of interests where declarations will be needed include where an employee, their family or household members:

- a) Hold a directorship or shareholdings in a company which either deal with the school or operate within the borough.
- b) Have a relationship in a private/domestic capacity with School colleagues, students, contractors or tenderers (see sections 8 and 14)
- c) Receive direct or grant-aided services from the school which the employee is in a position to influence (beyond universal services such as education).
- d) Have any significant family or other relationship with governors, clients, contractors or staff working at or with the school or its partners (see sections 8 and 14).
- e) Have membership of outside groups in the borough or groups receiving aid from the Council (see section 7).
- f) Have a non-financial interest within the borough such as a school governor.
- g) Have an interest in planning or licensing applications; either in terms of submitting an application or in relation to an application for an adjoining or nearby property which they have the potential to influence.
- h) Direct or indirect (including via family contacts) interests in a company dealing with the school/academy trust

It is the responsibility of employees to notify the Headteacher, taking account of any changes in circumstances. Failure to do so may result in disciplinary action.

In addition, staff governors and staff with financial responsibilities are expected to make an annual declaration, whether a null one or not, in line with the Council's Scheme for Financing Schools.

Please note on joining the school and each subsequent year of employment, you will be given a Pecuniary Interest Form to complete.

4. Reporting responsibilities

Like all organisations, we have a way of doing things at the school which we all need to adhere to because of government legislation - or simply because it's the way that the school has chosen to do business. The way we do things is often referred to as governance but could be more simply described as 'doing the right thing.'

Our governance framework is set within the school's constitution. The governance related advice makes it easy for you to do everything to standard and to escalate if something goes wrong.

- 4.1. Employees must ensure that they act at all times within their delegated authority as set out within the school's schemes of management and scheme of financial delegation. Employees must not make decisions (financial or non-financial) where they have no delegated authority to do so.
- 4.2. In addition to declaring interests (as in 4 above) all employees **must** immediately inform the Headteacher (or Chair of Governors if it is the Headteacher that is the employee) in writing of all police cautions, warnings, reprimands, bind overs, arrests and/or convictions received during their period of employment/engagement with the school. This information will be treated in confidence and used to assess any impact on the employee's job, including the appropriateness for the employee to continue in their role. A caution, warning, reprimand, bind over, arrest or conviction will not automatically mean that an employee is unable to continue in their job. Whether there is a conflict with the employee's job will depend on several factors including the nature of the offence, the type of job, the seniority of the employee and the extent to which the school's reputation or interests are damaged.
- 4.3. All employees have a duty to report any suspicion of fraud, theft, corruption, bribery or other wrongdoing by members of the public or school employees including colleagues, managers, governors, contractors, volunteers or partnership employees. Suspicions should be reported to the Headteacher, the Chair of Governors, in absolute confidence by following the school's whistleblowing procedure.
- 4.4. In addition, it is important to ensure we maintain the public's trust in us and therefore you must report any:
 - a) Loss or improper disclosure of any school data or information or breach of confidentiality.
 - b) Discrimination, bullying, harassment or similar behaviour.
 - c) People misusing their position (see section 8.).
 - d) Suspicions that a colleague is under the influence of drugs or alcohol at work.
 - e) Suspicions or information that the conduct or behaviour of others is in any way inappropriate in relation to children and vulnerable adults.
 - f) Suspected breaches of health and safety codes of practice and policies.

We will take your complaint seriously and handle it sensitively using the appropriate School procedure.

You should where possible raise any concern with the Headteacher, but if this is not possible you should raise the matter with the Chair of Governors

- 4.5. The school will not treat anyone less favourably because they have reported or intend to report wrongdoing, unless the complaint is malicious. Employees treating colleagues unfavourably in such circumstances will be liable to disciplinary action which may result in dismissal, as will employees who make false or malicious allegations. Non-School employees will be referred to their employer and/or their services stopped.

5. Political Neutrality and Activity

The following conditions apply to all those working for or on behalf of the school:

- 5.1 Personal political opinions must not interfere with providing balanced professional advice by/to Managers/Governors. Governors/Employees must not allow their political views to

influence service delivery, nor must they impose those views on service users or colleagues.

- 5.2 Governors/Employees should also refrain from making political comments, in public or on social media, that links them to the school/Council.
- 5.3 Governors/ Employees who intend to undertake political activities should ensure that they are not in a role which forbids their proposed activities. If in doubt about the status of their role or about whether an activity is restricted, employees should seek written confirmation (email is considered sufficient) from their Headteacher/Chair of Governors.
- 5.4 If a governor or member of staff intends to stand for election as a member of parliament or a Councillor for any authority, they should advise their Chair of Governors* in writing. Failure to inform the Chair of Governors may lead to disciplinary action being taken, which could result in dismissal.

** If Chair of Governors intends to stand, they should inform the Council's Governor Services.*

6. Membership of other bodies

Employees are expected to consider carefully whether membership of, or association with, clubs, societies and other organisations such as lobbying groups and voluntary bodies could lead to the impression that their official position might be used to promote a private or personal interest or undermine equalities. If there is a chance that it could, they must declare it.

- 6.1 The school's nominated monitoring officer* will maintain a register of staff and Governors that belong to such organisations: membership must be declared to them.
- 6.2 Employees and Governors must in particular declare to the monitoring officer membership of any organisation or body which is or could be regarded as being:
 - a) A secret society
 - b) Discriminatory (See Appendix 1)
 - c) in a contractual or potential contractual relationship with the school
 - d) in receipt of benefit in cash or in kind from the school.
- 6.3 For the purposes of this code a secret society as mentioned in 6.2 is defined as one that:
 - a) Is not open to members of the public who are not members of that lodge, chapter, society, gathering, meeting or trust
 - b) Places an obligation on the part of the member to make a commitment (by oath or otherwise) of allegiance to the lodge, chapter, society, gathering, meeting or trust.
- 6.4 The freemasons can be cited as the obvious example of a secret organisation but employees are asked to consider whether their membership of any group or body might fall within the definition set out above. If in any doubt they should discuss this matter with the monitoring officer.
- 6.5 A lodge, chapter, society, trust, gathering or meeting as defined above should not be regarded as a secret society if it forms part of the activity of a recognised religion, trade union or professional association.

*The school has a monitoring officer who maintains a register of staff that belong to such organisations mentioned above and membership must be declared to them. If you are uncertain who the monitoring officer is, please ask at the school office.

7. Misuse of position

All employees must maintain the highest standard of integrity in all relationships both inside and outside the school.

- 7.1 Anyone working for the school must not, either in their professional or personal capacity, use their position improperly to gain an advantage or disadvantage any person or organisation.
- 7.2 If an employee is in a position to influence any decisions which are taken by, or on behalf of, the school and they have any interest in that decision, however remote, they must declare it; this includes membership of voluntary bodies who could be receiving School grants.
- 7.3 No special favour may be shown to current or former colleagues or their partners, friends, relatives or associates when awarding contracts to private or other businesses run by them or who employ them in any capacity.
- 7.4 Employees must ensure that they declare to their Headteacher any personal interest which may impinge on their impartiality to apply these regulations. Any arrangements which might, in the long term, prevent (or be seen to prevent) the effective operation of fair competition must be avoided.
- 7.5 Employees must not lobby members of the Governing Body or members of the Council on individual or personal employment matters including those associated with recruitment of themselves or others.

8. Safeguarding

The school is committed to safeguarding children and vulnerable adults and expects exemplary behaviour and work in relation to safeguarding. All employees have a duty to safeguard and promote the welfare of children, young people and adults at risk. Any concerns should be reported to the Headteacher or Designated Safeguarding Lead.

- 8.1 When recruiting to posts affording access to children and vulnerable adults managers/Governors must follow the school's procedures to ensure safer recruitment practices are followed.
- 8.2 All employees are required to ensure they are familiar and compliant with the relevant national, Local Authority and School professional boundaries, codes of practice and legislation related to their job including data protection, safeguarding & child protection.
- 8.3 If any employee is placed in a position either inside or outside work where they are not following proper safeguarding practice, they should inform DSL (Designated Safeguarding Lead) / Headteacher as soon as possible.
- 8.4 All employees need to be aware that a safeguarding matter could arise in the school at any time. In line with KCSIE, everyone has a part to play in identifying and sharing anything that does not appear to follow good safeguarding practice. In the first instance

this should be discussed with DSL (Designated Safeguarding Lead) who will determine appropriate next steps.

- 8.5 All employees are expected to report any concerns of a safeguarding matter or acts/suspicion of abuse against children or vulnerable adults irrespective of whether this is inside or outside of work. This includes situations involving domestic violence.
- 8.6 All staff should discuss with their managers any relationship/association (in or out of school, including on-line) that may have implications for the safeguarding of children in school.
- 8.7 Any employee who is contacted by the police or children's social care regarding their family, must inform the school.
- 8.8 The Headteacher or Deputy Headteacher should discuss all safeguarding concerns relating to staff conduct or behaviour with the LADO
- 8.9 All employees should follow the school's policy on acceptable use of technologies, (including mobiles) and consider safeguarding implications whenever they use technologies. Further information is available in the ICT Acceptable Use Policy and Mobile Phone Policy.
- 8.10 All employees should consider safeguarding implications in their relationships with pupils and parents. Staff should only be communicating with pupils and students via MS Teams or school email. If a member of staff finds they are in a situation with a pupil or parent where they have not followed good safeguarding practice (unintentionally or otherwise, either in or out of work) they should inform the school as soon as possible, explaining all the circumstances.
- 8.11 Where concerns are raised regarding a member of staff's conduct or behaviour outside school, the school will complete a risk assessment, in conjunction with the LADO, to ascertain if there is a transferable risk

9. Health and Safety

Under the Health and Safety at Work Act 1974, the school has a legal duty of care for the health, safety and welfare of its employees. In addition, all employees must take reasonable steps to protect their own health and safety and that of other people who may be affected by their actions or omissions at work. Some employees, particularly managers have specific responsibilities, and these are detailed in the school's health and safety policies and procedures. The school's health and safety policy and procedures are available on the school's staff website.

The school's health and safety policy and procedures and guidance documents provide guidance on health and safety including accident reporting, fire safety policy, risk assessments, violence to staff and lone working.

If you are not sure what the safety procedures are or where to get protective clothing and equipment you must raise this with your manager.

You can also seek further advice and guidance from your trade union safety representative.

You have a duty to help prevent accidents and injuries at work by being aware of the policies that apply to your work and complying with them at all times:

You must:

- comply with all instructions relating to health and safety and security procedures
- use the protective clothing and equipment that the school supplies to you
- follow the health and safety codes of practice and policies which are relevant to your work
- comply with personal hygiene requirements
- at the earliest opportunity, report any hazards, defects, accidents or incidents that you become aware of to your manager or supervisor
- not interfere with, or misuse anything provided for health, safety or welfare
- avoid risk of injury or danger to yourself or others
- leave any school building as soon as the fire alarm sounds and follow any instructions of the fire wardens and the person managing the incident
- inform the school of any medical condition you have which would be adversely affected by the work that you are employed to do

Managers have some additional responsibilities.

These include:

- providing appropriate health and safety induction for all new employees
- carrying out a risk assessment for the activities undertaken by employees and ensuring that the risk assessment outcomes are implemented as appropriate and are suitable and sufficient
- informing employees of the risks associated with the work being undertaken and of the precautions that must be taken in order to prevent or reduce the risk of accidents and/or work-related ill health.

10. Finances and the use of School and other public resources

- Employees must use school funds responsibly and lawfully and only for their designated purpose. Use school money and resources in their delivery or support of services to the school community.
- 10.1 It is a criminal offence to defraud the School or its customers or partners: any such activity will be reported to the relevant authority (such as the police or HMRC) and the employee will be subject to disciplinary action which may result in dismissal.
- 10.2 School facilities may not be used for employees' personal or outside interests without prior agreement. This includes, but is not limited to, funding, buildings, vehicles, furniture, tools, telephone lines and internet connections, ICT equipment. Minimal personal use of low value resources, for example making an occasional short telephone call, is allowed.
- 10.3 Intellectual property including research, reports, designs, drawings, software, etc. created for work purposes are the property of the School. They should never be removed from the workplace without the permission of the Headteacher. The only exception to this is when staff take things home in order to work on them, which is permissible so long as the property is returned to the school upon completion of the

work. To include laptops, which are loaned to teaching staff at the beginning of their employment (a separate 'Device Loan Agreement' form must be completed at this stage).

- 10.4 All employees have a general responsibility for ensuring that the School's assets under their control are secure and that use of these assets is legal, properly authorised and achieves good value for money. They must follow the internal financial processes which is available in the school handbook. All expenditure incurred should be compliant with the Scheme for Financing Schools, School's Financial Regulations, Financial Procedures, Contracts Handbook and Tenders and Contracts Regulations. Employees must also ensure that they act within the School's Scheme of Financial Delegation and only approve expenditure where they have been delegated the appropriate authority to do so.

11. Communications, electronic media and social networking

The school uses a variety of methods to communicate with its employees, students, service users and the community and to deliver services, including external and internal post and telephones, photocopying and printing, email, internet, Teams or social media. These facilities are provided for School business purposes only.

Communications using School facilities may be intercepted, recorded and monitored for business use and where appropriate for the detection and prevention of crime. This includes, but is not limited to, telephone calls, internet use, email and post.

The standards set out in this code apply to the use of electronic media such as email, internet, blogs and social networking sites the same as they would to traditional media such as newspapers, television and radio.

- 11.1 Employees must abide by School policies and procedures relating to the security of information, data protection and use of electronic media, including email and the internet.
- 11.2 Any use of social media such as Facebook, Twitter, Snapchat, LinkedIn, etc., during working time should be restricted to work related use only. Limited personal use of these types of sites and access to personal email is allowed during employee's break periods only but the standards set out in this code apply.
- 11.3 Whether at work or not, employees must not use social media to:
- post information which is confidential, or which constitutes intellectual property
 - make negative comments about the school, its services, employees, customers or anyone linked to the school
 - harass or bully other employees (cyber bullying)
 - make offensive, defamatory or discriminatory comments of any kind about anyone linked to the school
 - post pictures or details of school students or colleagues without their express permission.
 - communicate with students in and out of school
 - publish the personal information of a third party without the necessary consent.
 - publish anything else that may adversely affect the school's reputation.
- 11.4 Employees must not:

- use their personal telephones (mobile or landline) to communicate with students and should only use School systems for any such communication; or
- provide students with their personal telephone numbers.

unless given express consent to do so by their Headteacher.

- 11.5 Employees must notify the Headteacher immediately if a pupil or student, parent or carer attempts to contact them on their personal telephone or via a social network.

12. Confidentiality and data protection

The definition of what constitutes a confidential document is wide. Employees are required to take their duty of confidentiality seriously and ensure the confidentiality of all information. All employees need to be mindful of the requirements of GDPR 2018 and the Data Protection Act 2018 and should familiarise themselves with the School's policies and privacy notices in this regard which are available on the school's home page.

- 12.1 The confidentiality of all information received at work must be respected and never be used for personal advantage or gain. Information given out in the course of an employee duty must be true and not misleading.
- 12.2 Employees with access to confidential information should not disclose that information to any other party or organisation unless authorised to do so. This is particularly important in the case of information relating to action taken in relation to conduct, capability, procurement, tender and contract costs (including those for in-house providers).
- 12.3 Access to information may be allowed to those who have a legal entitlement; such as the police as part of a criminal investigation. Employees providing such information have a duty to verify the identity of the person or organisation requiring the information.
- 12.4 If an employee is unsure whether information can be disclosed they should seek confirmation from the Headteacher.
- 12.5 Employees must not transfer confidential information to their private email addresses without the prior knowledge or consent of their manager. (The only exception would be their own personal data for example an electronic payslip)
- 12.6 Employees have a responsibility to ensure that electronic and paper data and information is always kept secure. Confidential information should not:
- be left unattended if being taken between home and work or between work places;
 - be taken to entertainment or public places, such as cafés, restaurants, pubs and cinemas;
 - be discussed where there is a possibility of being overheard.

Loss and misuse of information and data is a serious offence and is likely to result in disciplinary action which may lead to dismissal.

- 12.7 Misuse by an employee on leaving the school will be addressed through legal routes.

13. Personal financial affairs, data and pay

- 13.1 Employees must not conduct their personal financial affairs so that the school or another public body is defrauded or is otherwise denied the income and/or other resources to which it is entitled by law.
- 13.2 Employees have a responsibility not to be in debt to the school for any reason. In the event that such debt arises through genuine error or mistake, employees are required to make arrangements acceptable to the school for repayment of the debt.
- 13.3 Employees should check their pay on every payment occasion, reporting any anomalies to their Headteacher and payroll provider immediately. Overpayments and underpayments will be rectified or made good. It is in the employee's interests to have this arranged as soon as possible.
- 13.4 Income tax is a personal responsibility, and the school will not be liable for any underpayment of tax. It is each individual's responsibility to ensure that the tax code on their pay slip is correct, and any errors should be reported to the payroll provider as soon as possible.
- 13.5 It is the personal responsibility of every employee to ensure the school has their up-to-date personal contact details. Personal contact details may be needed for a variety of business reasons including consultation, informing of contractual changes, contact during periods of absence and/or in an emergency. The school will not be held responsible for an employee's failure to update their own information. Changes should be done on the appropriate electronic system or through the appropriate school officer if the employee does not have access to that system.
- 13.6 If you receive an overpayment of salary, you will need to enter into a debt repayment plan with the school for the repayment of all sums owed. There would be discussion with the individual should this situation arise.
- 13.7 If you leave your employment with the school before the repayment is complete, any outstanding payment arrears will be taken from your final salary. If your final pay is insufficient to cover the sums owed to the school, you will need to enter into a further debt repayment plan with the School for the repayment of all sums owed.
- 13.8 You should check your pay when you receive it and let your manager and the payroll team know about any problems or inaccuracies (including your personal information and tax code).

14. Relationships

Employees are expected to develop and maintain a co-operative and professional working relationship with governors, colleagues, contractors, suppliers and service partners at all times.

Personal relationships often develop in the workplace and these can cause a number of issues for the school, the wider workforce and the individuals concerned. All our employees should feel confident of fair and consistent treatment without the fear that a relationship will influence their or other employees' treatment or wider working relationships. Where there are close personal relationships in the workplace these should not impinge on the way in which other members of staff are treated.

Employees who are also parents at the school where they are employed should be aware of the potential conflict of interest and not use their position to advantage their child.

Please note on joining the school and each subsequent year of employment, you will be given a Pecuniary Interest Form to complete.

Governors

- 14.1 Employees are responsible to the Governing Body through its senior managers. Mutual respect between employees and Governors is essential to good governance. Familiarity must be avoided to ensure the relationship retains a professional balance. Employees must not approach Governors over personal employment issues and doing so may be regarded as an abuse of position as referred to in section 7.

Contractors and suppliers

- 14.2 Employees must declare any external relationships (including with ex-employees) of a business or private nature with external contractors or suppliers or potential contractors and suppliers to the monitoring officer.
- 14.3 Employees who authorise, engage or supervise contractors or have any other official relationship with contractors and have previously had or currently have a business or private relationship with a contractor who is engaged or who is proposed to be engaged by the school, should declare that relationship to the monitoring officer as soon as practicable. The monitoring officer should declare any interests to the Headteacher.
- 14.4 When tendering, employees must declare any interest (and interest of their spouse, partner, family member, friend or associate), business or private relationship or association with any School contractor or potential contractor.

Parents, carers, students (service users) and the community

- 14.5 Employees should always remember their responsibilities to the community they serve and ensure courteous, efficient and impartial service delivery to all groups and individuals within that community. They should treat everyone with dignity and respect.

Employees must maintain professional boundaries and avoid developing inappropriate personal relationships with service users. In particular, the development of unprofessional personal relationships or friendships with vulnerable service users, such as borrowing and lending money, giving and receiving monetary or extravagant gifts, sexual intimacy, or showing preferential treatment to service users will be regarded as a misuse of position no matter how well intended. In exceptional circumstances, such as where a pupil has to be lent money to

cover their fare home, the loan will be acceptable but the employee lending the money must declare it immediately.

Work colleagues

Personal relationships (such as family, intimate or close personal friends) between people in the same team, division or department, or between a line manager and one of their team or other person they may have influence over, are potentially problematic and should be avoided where possible, or managed appropriately where it cannot be avoided.

- 14.6 Relatives, spouses, partners or close personal friends are not allowed to be involved in the processes and decisions relating to employment issues, including but not limited to: appointment, performance; discipline; authorising financial payments; determining pay or conditions of employment.
- 14.7 Employees responsible for the appointment of staff must ensure that decisions are based on merit and not on anything other than ability to do the job. Similarly, they must not canvass on behalf of any applicant. If a candidate is known to an employee but is not a relative, spouse, partner or close personal friend, they may sit on the interview panel, but must declare the relationship to other members of the panel prior to the interviews. This applies to the appointment of permanent and temporary staff, including agency employees and consultants.
- 14.8 Employees must declare any personal relationships that exist or develop, in the circumstances detailed in 14.6 and 14.7 above, to the monitoring officer.
- 14.9 Abuse or misuse of a relationship is likely to invoke disciplinary action, which may lead to dismissal.

15. Gifts and Hospitality

To maintain integrity, reduce vulnerability and comply with the Bribery Act 2010 (<http://www.bis.gov.uk/anticorruption>) the School will not tolerate any form of bribery by, or of, its employees or anybody acting on behalf of the School.

The school's guidance regarding gifts & hospitality ([Appendix 3](#)) should be read in conjunction with this code of conduct as there are strict processes for receiving and rejecting offers of gifts and hospitality. The Headteacher is responsible for deciding individual cases, in conjunction with the Chair of Governors.

- 15.1 All gifts (excluding very small gifts with a value of less than £10) and hospitality offered, whether accepted or refused, must be recorded on the school's hospitality register.
- 15.2 It is not permitted for anyone working for the school to receive or give any unauthorised gift, loan, fee, reward or advantage or show favour or disfavour to anyone else, although receipt of end of term gifts may be an exception (Please see Appendix 3, Section c) for further guidance). This applies to employees in their official and personal capacities.
- 15.3 Employees should not accept personal gifts from contractors and outside suppliers, although items of small value such as pens or business diaries may be accepted but must be recorded. Only with the express authority of the Chair of Governors should hospitality extend beyond these parameters.

- 15.4 If returning or refusing a gift would cause offence, Headteachers can arrange for it to be received by the school on behalf of the Governing Board and pass the gift(s) to them, to be used for fundraising.
- 15.5 Employees should generally not accept hospitality (e.g. food, drink and business lunches) linked to their employment. In exceptional circumstances and with the prior approval of the Chair of Governors, modest hospitality can be accepted but must be recorded.
- 15.6 Offers of entertainment (e.g. sports events, theatre tickets and hotel accommodation) must not be accepted without the express authority of the Chair of Governors.
- 15.7 Where an outside organisation wishes to sponsor an activity by invitation, tender, negotiation or voluntarily, the basic conventions concerning acceptance of gifts and hospitality must apply. If there is any doubt between what is and is not acceptable in terms of gifts or hospitality, the offer should be declined.
- 15.8 Employees providing personal care/support can be particularly vulnerable in this respect. If they are offered any gifts or bequests from students (or students' families) they must inform their Headteacher. Such items must not be accepted unless the Headteacher provides prior written approval to do so and should be treated as set out in para.15.3.
- 15.9 Disregarding the School's processes regarding gifts & hospitality is likely to result in disciplinary action which may lead to dismissal.

16. Business Expenses

The environmental and cost impact of different modes of transport must be considered when deciding whether to attend off site meetings.

- 16.1 School employees may be permitted to claim limited reasonable expenses for certain travel and related costs incurred in the course of their employment.
- 16.2 Employees are responsible for ensuring that any expenses incurred during the course of their work are kept to a minimum and are authorised in advance unless it is impractical to do so. When travelling by public transport, employees are expected to travel using the cheapest fare available, unless authorised otherwise in advance. Under no circumstances should employees claim for home-to-work travel. Receipts will be required for the authorisation of travel expenses.
- 16.3 The standards relating to expenses apply in the same way irrespective of whether the expenses incurred are funded externally.
- 16.4 Employees who are provided with mobile phones or PDAs are responsible for identifying and paying for all call charges relating to any personal use of the equipment.

17. Alcohol and drugs

- 17.1 Employees in possession of illegal drugs or using illegal drugs whilst at work will be reported to the police and subject to disciplinary action, which may result in dismissal.
- 17.2 The use of alcohol and/or drugs must not impair the performance of contractual duties and safe, efficient and effective service delivery.

- 17.3 With the exception of work-related events, where provision of alcohol has been authorised, alcohol must not be consumed during working hours.
- 17.4 Alcohol, drugs or substances consumed outside of or during working hours must not affect an employee's ability to do their job or have the potential to damage the school's reputation or the employee's own credibility. If you arrive for work smelling of alcohol or drugs we may take disciplinary action. Following the appropriate investigation being carried out.
- 17.5 Employees deemed to be under the influence of any substance likely to compromise safety or service delivery may be subject to drug and alcohol testing and/or disciplinary action which may result in dismissal.
- 17.6 Employees who suspect a colleague of being under the influence of alcohol and/or drugs at work must report this to their line manager or to a more senior manager if it is their line manager under suspicion.
- 17.7 The Council's drug and alcohol policy aligns with this code of conduct.

18. Smoking and E-Cigarettes

- 18.1 The school recognises that the health, safety and welfare of children, employees, sub-contractors and anyone else directly affected by the school's operations are of prime importance. The school also recognises that employees are often seen as role models to pupils.
- 18.2 Smoking is therefore strictly prohibited on all parts of the school's premises, including at entrances or anywhere on its grounds. This includes areas that are outside but that form part of the school's premises.
- 18.3 The school does not permit employees to smoke in school vehicles.
- 18.4 Although they fall outside the scope of smoke-free legislation, the school prohibits the use of e-cigarettes in the workplace and the same restrictions on smoking will also apply to e cigarettes.

The school's rationale for a ban on e-cigarettes is that:

although they do not produce smoke, e-cigarettes produce a vapour that could provide an annoyance or health risk to other employees.

some e-cigarette models can, particularly from a distance, look like real cigarettes, making a smoking ban difficult to police, and creating an impression for [children/visitors/customers/other employees] that it is acceptable to smoke.]]

- 18.5 Employees who go outside to smoke or vape MUST not do so during their Time Tabled lessons. Smoking / Vaping is restricted to 'Breaks'.

19. Additional work

Off duty hours are the personal concern of individual employees but they should not allow their private interests to take priority over their work interest. Employees should not put themselves in a position where their duty and private interests conflict. Private interests in this regard include activities of a voluntary nature as well as business or recreational interests. This does not preclude tuition outside of school hours.

It is not the intention of the school to prevent employees from undertaking additional employment unless that employment conflicts with or detrimentally affects the school's interests, weakens public confidence in the conduct of the school's business, or affects an employee's ability to undertake their work.

- a. Employees should not undertake outside work related to any matter which is or could be undertaken by the school, without the permission from their Headteacher.
- b. An employee who wishes to take on any kind of additional work, paid or unpaid, in any capacity, must ensure that:
 - a) Where there is a potential conflict of interest for the school, they inform their Headteacher in writing for assessment.
 - b) their combined working arrangements do not exceed the provisions of the working time regulations 1998 for weekly working hours, allow for the daily and weekly rest required by working time regulations or cause other concern in terms of health and safety at work.
 - c) the work does not place them in a position where their school duties and private interests conflict
 - d) the work does not damage public confidence in the school's conduct or business
 - e) the work does not involve being in direct competition with the school for contracts/work
 - f) any potential employer is made aware that they are already employed by the school.

20. Contact with the media

Although an open and transparent organisation, the school restricts employees from making public comment on issues relating to the school as they might be deemed to have been made on behalf of the school.

- a. Employees are not allowed to discuss issues with the press or public or disclose information or documents on School business unless expressly authorised to do so by the Headteacher or the Chair of Governors. Unless authorised to do so, employees must not speak, write or give interviews to the media. If approached by the media, employees should refer the enquiry to the Headteacher.
- b. The branch secretaries or corporate staff side leads of the recognised trade unions have specific permission to liaise with the media on behalf of their respective trade unions.
- c. School employees should not bring the school's name into disrepute by publicising any material which is against the interests of the school or is defamatory to representatives, Governors, partners, pupils or work colleagues.
- d. The standards set out in this document apply in the same way to information published and comments made through electronic media including email, the internet, social networking sites and blogs, as they do to traditional written media, newspapers, radio and television.

21. Off-Rolling and “Gaming the system”

- 22.1 The practice of schools off-rolling students and/or “gaming the system” is not permissible. Ofsted define off-rolling as:

The practice of removing a pupil from the school roll without a formal, permanent exclusion or by encouraging a parent to remove their child from the school roll, when the removal is primarily in the interests of the school rather than in the best interests of the pupil. Off-rolling in these circumstances is a form of ‘gaming’.

- 22.2 “Gaming” may include unusual patterns of examination entry, for example if the school are entering pupils for courses that are not in their educational best interest.
- 22.3 Another indicator of “gaming” may be unusual patterns in the way that the school records attendance, including the use of inaccurate register codes or changes to when the register is taken, changing the timing of session registration to game attendance rates or using part-time timetables inappropriately.
- 22.4 Off-rolling and “gaming” must not take place and Ofsted Inspectors are specifically advised on how to deal with such situations if they suspect it is taking place (See Appendix 6 for an extract from the OfSTED Inspection Handbook)

22. Further information

- a. If you are in any doubt with regard to the provisions of this code and how they apply in any particular situation, you should seek advice from your Headteacher or the Chair of Governors.

Appendix 1: Standards of Behaviour

Standards of behaviour

1. Introduction

We have standards of behaviour which we expect from you. These help make the school a good place to work and ensure that colleagues and customers feel welcomed and valued. We also expect you to comply with the school's commitment to equality.

All employees, volunteers and customers are entitled:

- to be treated with dignity, respect, courtesy and fairness
- not to be bullied, harassed or victimised
- not to experience any form of unlawful discrimination

The school will not tolerate unfair, offensive or unlawful discriminatory behaviour or bullying. Employees must not engage in such behaviour, which may be regarded as a serious disciplinary offence which could lead to dismissal.

By law people are protected from discrimination on the grounds of protected characteristics listed in the Equality Act 2010:

- age
- disability (or because of something connected to a disability)
- gender reassignment
- (being) married or in a civil partnership
- pregnancy or maternity
- race
- religion or belief
- sex
- sexual orientation

We will not tolerate unfair, offensive or unlawful discriminatory behaviour. It may be regarded as a serious disciplinary offence, which could lead to dismissal.

Discriminatory, unacceptable or offensive behaviour can take many different forms. Remember that your colleagues or customers may have different standards to you and may be offended or feel harassed by behaviour that you think is acceptable.

If you feel that you have been subjected to this sort of behaviour you should first of all discuss this with the other person or your manager and try and resolve it informally. If this is not possible or appropriate you should use the School's Grievance procedure.

The next pages set out what we consider to be:

- Discrimination
- Bullying/harassment
- Unacceptable or offensive behaviour
-

All of these fall below the standards of behaviour that we expect.

2. Discrimination

Discrimination can take a number of different forms.

Some of these are unlawful under the Equality Act 2010 (the protected characteristics listed above) but it is important to recognise that while not legally defined as discrimination, discrimination as a result of a characteristic that is not legally protected can occur for example for those exploring their gender identity. Some types of discrimination may not be unlawful if the employer can demonstrate that they are **objectively justified**. This is a legal term where employers can prove there is a legitimate basis for treating an individual or group differently to others and there are very limited occasions when this is the case. The different forms of discrimination are:

- i. Treating someone worse than someone else because of a protected characteristic (this is called **direct discrimination**).
- ii. Applying a practice or policy which disadvantages a person or people who share a particular protected characteristic (**indirect discrimination**).
- iii. Treating someone worse than someone else because you think they have a protected characteristic, whether they do or not (**perception**).
- iv. Treating someone worse than someone else because they are **associated with** a person who has a protected characteristic.
- v. Treating someone **unfavourably** because of something arising as a result of their disability. This is called **discrimination arising from disability**.
- vi. Failing to make reasonable adjustments in the workplace so that a disabled person is not at a substantial disadvantage when carrying out their job.
- vii. Treating someone unfavourably because of absence due to pregnancy, pregnancy-related sickness or maternity leave, or because they are undergoing gender reassignment.
- viii. Treating a person badly or **victimising** them because you think that they
 - Have complained about discrimination.
 - Are going to complain about discrimination.
 - Have helped someone else complain.
 - Have done anything to uphold their own or someone else's equality law rights.

3. Bullying and harassment

Bullying and harassment is any sort of unwanted behaviour that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Bullying can take the form of physical, verbal, and non-verbal conduct but does not need to be related to protected characteristics. Bullying behaviour may be in person, by telephone or in writing, including emails, texts, or online communications such as social media. The standards of behaviour expected are the same, whether you are expressing yourself verbally or in writing.

Examples of bullying include but are not limited to:

- verbal abuse, such as shouting, swearing, threats, insults, sarcasm, ridiculing or demeaning others, inappropriate nicknames, or humiliating language

- physical or psychological threats or actions towards an individual or their personal property
- practical jokes
- overbearing or intimidating levels of supervision, including preventing someone from undertaking their role or following agreed policies and procedures
- inappropriate comments about someone's performance
- abuse of authority or power, such as placing unreasonable expectations on someone in relation to their job, responsibilities, or hours of work, or coercing someone to meet such expectations
- ostracising or excluding someone from meetings, communications, work events or socials
- sending, distributing, or posting detrimental material about other people, including images, in any medium
- smear campaigns.
- **Preventing bullying behaviour from developing**
-
- Ideally, a culture of honest and clear communication should be sought, with respect for the individual and for the confidentiality required when managing individual performance-related issues.
-
- You also need to be mindful that colleagues can come from a wide range of backgrounds and may have been part of workplaces where the culture and expected standards are very different from what is expected in the school; as a result, you may not be aware of the impact that your communication has on others.
-
- Early discussion about emerging issues is important to help avoid matters escalating and help establish more effective working relationships for the future.

Harassment

The Protection from Harassment Act 1997 defines harassment as conduct that causes alarm or distress or puts people in fear of violence and must involve such conduct on at least two occasions. It can include repeated attempts to impose unwanted communications and contact upon a person in a manner that could be expected to cause distress or fear in any reasonable person.

Like bullying, harassment can take the form of physical, verbal, and non-verbal conduct but does not need to be related to protected characteristics. Harassment may be in person, by telephone or in writing, including emails, texts, or online communications such as social media. It may manifest obviously or be hidden or insidious.

Examples of harassment include but are not limited to:

- sending unwelcome emails
- unnecessarily repetitive, intrusive questioning
- unwelcome physical contact such as touching or invading 'personal space'
- haranguing
- intimidation
- inappropriate remarks or questioning such as comments about someone's appearance, lewd comments, and offensive jokes
- overbearing or intimidating levels of supervision, including preventing someone from undertaking their role or following agreed policies and procedures
- inappropriate comments about someone's performance
- placing unreasonable expectations on someone in relation to their job, responsibilities, or hours of work, or coercing someone to meet such expectations
- sexual harassment.

All forms of bullying and harassment are unacceptable and we will take firm action against them. Furthermore, unwanted behaviour related to one of the protected characteristics is legally defined as harassment.

4. Unacceptable or Offensive Behaviour

There is no definitive explanation of what constitutes unacceptable or offensive behaviour. The impact of unwanted conduct as perceived by the victim is more important than the perception of the harasser and their intent. Whether it is reasonable for the victim to feel the way they do is also taken into account.

Unacceptable or offensive behaviour can include:

If someone finds any behaviour towards them at work has overtones which they find reasonably offensive they have the right to have it stopped.

This behaviour can be from a work colleague, contractor or governor

Unacceptable behaviour does not include legitimate actions taken:

- By a manager to encourage an employee to perform their duties or manage their performance.
- Within disciplinary or other formal procedures.

5. Examples of unacceptable behaviour

The following examples are a guide to help you understand what behaviour could be unacceptable and deemed discriminatory or offensive, whether it is intentional or not.

There will be other types of behaviour which could be unacceptable or offensive, but we hope that this is a useful guide to the most common types.

Type	Description	Examples
Age harassment	Behaviour, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person due to their age.	Inappropriate gestures, mimicking, the display of material which is offensive in relation to age, excluding from social functions or events due to age, ostracising, making derogatory comments, ridiculing or name calling in relation to age, telling jokes and banter which are based on age, questioning ability based on age stereotypes, sending offensive emails, text messages and social media content relating to age (including social media activity in and outside work).
Disability harassment	Behaviour which is directed at any individual with a	Inappropriate gestures, mimicking, derogatory comments based upon a

Type	Description	Examples
	disability, or groups of disabled people, which has the purpose or effect of violating that person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person due to their disability.	disability or reasonable adjustments that are in place, ignoring wishes or feelings, ostracising, staring, laughing at a disability, intrusive or inappropriate questioning, personal questions, telling jokes that are based upon a disability, patronising comments, inappropriate nicknames, excluding from social functions or events due to a disability, removing or preventing access to reasonable adjustments, sending offensive emails, text messages and social media content (including social media activity in and outside of work)
Harassment related to gender reassignment Note: while gender identity is not a legally protected characteristic, all employees should be treated with respect and dignity regarding their gender identity and not subject to unacceptable or bullying behaviour as a result of their gender identity or of the gender identity of family and friends	Behaviour which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person due to their gender reassignment.	Inappropriate gestures, mimicking, the display of material which is offensive in relation to or gender reassignment, ostracising, excluding from social functions or events due to gender reassignment, making derogatory comments, ridiculing or name calling in relation to gender reassignment, telling jokes and banter in relation to a person's gender reassignment, sending offensive emails, text messages and social media content relating to gender reassignment (including social media activity in and outside work), deliberately or persistently 'mis-gendering' a trans person, deliberately or persistently 'dead-naming' (calling someone by their birth name after they have changed their name), threats or insults.
Racial harassment	Behaviour which has the purpose or effect of violating that person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive	Inappropriate gestures, facial expressions, mimicking accents, derogatory comments, ridiculing or name calling based on race, display of offensive material (even if not directed at the complainant), threats or insults, racial abuse, telling racist jokes, banter of a

Type	Description	Examples
	environment for that person due to their race. .	racist nature, graffiti of a racist nature, inappropriate nickname/labels, assault, excluding from social functions or events, ostracising, sending offensive emails/text messages/social media content (including social media activity in an outside of work).
Religious belief harassment	Behaviour which has the purpose or effect of violating that person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person due to their religion or belief.	Mimicking, staring, drawing offensive symbols, hanging offensive images, making fun of headgear (e.g. skull cap, turban, hijab) criticism for taking religious holidays off, offensive name calling, assault, removing religious objects
Equality-related conflict	The school recognises that people have the right to observe different religions and beliefs and will make reasonable provisions to help employees practice their religion or belief e.g. through flexible working hours and providing a quiet area for prayer. Practicing a religion or belief at work in a way that may cause offence or treats people differently because of their protected characteristic is unacceptable and may also be unlawful.	An employee shares a workstation with a gay man who openly discusses his lifestyle and relationship with another man. The employee requests to move on the basis that her religion regards such behaviour as sinful and contrary to the laws of her God. Such a request may be perceived as offensive towards the gay man. Some individuals may be guided by their religion or culture not to shake hands as a greeting. To avoid causing offence individuals should ensure that they greet all people in the workplace in the same way, irrespective of their race, gender, age, religion, sexual orientation etc. A counsellor declines to provide a service to a same-sex couple on the grounds that such relationships are immoral according to his religion. Such behaviour conflicts with the school's statutory duty to eliminate discrimination and promote equality and is not acceptable.
Sexual harassment	Behaviour which has the purpose or effect of violating that person's dignity or creating an intimidating, hostile, degrading,	Inappropriate gestures, leering, getting too close, unwanted physical contact (including touching, patting, pinching, brushing against another person's body) indecent assault, display of material with

Type	Description	Examples
	humiliating or offensive environment for that person. This means any harassing conduct based on gender or sexuality.	sexual overtones (even if not directed at the complainant), bringing in offensive publications, writing offensive letters or memos, giving unwanted gifts, using suggestive language, making unwanted propositions, derogatory comments, ridiculing or name calling based on sex, repeatedly asking for dates after being refused, banter of a sexual nature, telling sexually explicit jokes, using affectionate names, asking personal questions, groping, touching, using innuendos, sending offensive emails, text messages and social media content (including social media activity in and outside work) indecent exposure or indecent or inappropriate screen savers.
Sexuality/Sexual orientation harassment	Behaviour which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person due to their sexual orientation or perceived sexual orientation.	Inappropriate gestures, mimicking, the display of material which is offensive in relation to sexual orientation, Homophobic abuse, threats, insults, ridiculing or name calling, jokes relating to sexual orientation, banter or derogatory comments in relation to sexual orientation, intrusive or inappropriate questioning, criticism or chiding on the grounds of belief (religious or other), ostracising, excluding from social events due to sexual orientation or perceived sexual orientation, sending offensive emails, text messages and social media content relating to sexual orientation (including social media activity in and outside work).
Bullying/Singling out	Bullying often results from a misuse of management power, but it can also be the misuse of any form of individual power, such as physical strength, personality or age, or collective power through strength of numbers. More than a strong or authoritarian management style, it is destructive rather than constructive, it is criticism of	Ostracising/freezing out, withholding essential information, resources or training, setting impossible tasks or deadlines, over demanding requirements, needlessly changing priorities or objectives, unreasonable allocation of duties, deliberate wrongful attribution of blame, shouting, swearing, abuse, nicknames, malicious gossip, public reprimanding or humiliation, belittling, sarcastic or patronising comments, persistent reminders of past failures, excessively tight supervision, unnecessary

Type	Description	Examples
	a person rather than their mistakes, it publicly humiliates rather than privately corrects them and it results in them feeling threatened or compromised.	phone calls to someone's home, hitting or grabbing a person, pushing, jostling, practical jokes, initiation ceremonies, damaging or stealing property.
Victimisation	Where a person is subjected to a detriment because he/she has brought proceedings, given evidence or information, or complained about the behaviour of someone who has been harassing, discriminating against, or in some other way intimidating them.	An employee helps a colleague with a sexual harassment complaint against another employee. Because of this, their manager marks them down at their annual appraisal on the basis they are 'not very loyal'.

6. How to Complain

If an employee is personally subject to behaviour which is against the school's standards of behaviour they should discuss this with the person concerned to try to resolve the issue informally. If an employee feels that informal resolution is not possible or appropriate, they may raise a formal complaint via the school's Employee Complaint/Grievance procedure. The complaint will be investigated and disciplinary action taken if the allegation is proven.

If an employee witness's behaviour which is against the school's standards of behaviour, they should initially try to resolve the matter informally with the person concerned. If they do not feel that informal resolution is possible or appropriate, they should raise the matter with a senior manager such as the Headteacher.

7. Responsibilities

The school takes discriminatory, unacceptable or offensive behaviour extremely seriously. To ensure this, different people have different responsibilities:

7.1 It is the school's responsibility to:

- i. review, revise and ensure implementation and monitoring of policies and Procedures.

7.2 It is Governors' responsibility to:

- i. support the principles and practice of equality and diversity policies
- ii. ensure that School services are available to all members of the community
- iii. treat all employees and customers with dignity and respect
- iv. ensure the school's commitments are communicated effectively
- v. ensure that senior management observe their responsibilities, in that behaviour

- towards staff at all levels does not involve any form of harassment or discrimination
- vi. arrange for provision of specialist advice and training for managers and staff at all levels
- vii. ensure that the school has equalities and diversity policies and set guidelines for the implementation and operation of those policies.

7.3 It is the Headteachers' responsibility to ensure that:

- i. the school's commitment to equalities and diversity is communicated effectively
- ii. that they and their staff comply with the school's standards of behaviour
- iii. all managers apply policies and practices fairly and consistently
- iv. services provided are available to all members of the community
- v. speedy and appropriate action is taken to deal with offensive behaviour

7.4 It is all managers' responsibility to:

- i. treat all employees and customers with dignity and respect and be alert to, and correct, unacceptable behaviour within the workplace
- ii. ensure that all employees and volunteers are aware of the standards of behaviour required of them and know how to raise issues
- iii. support employees if they witness unacceptable behaviour by customers by explaining politely but firmly that such behaviour is unacceptable
- iv. deal with any complaints or allegations which come to their attention appropriately, effectively and confidentially, respecting the rights of all relevant parties
- v. ensure that complainants are not victimised or retaliated against for complaining

7.5 It is all employees' responsibility to:

- understand what the standards of behaviour require of them
- make sure that their own conduct does not cause offence or misunderstanding
- stand up to behaviour that they find unacceptable
- support colleagues who are being harassed, bullied, victimised, or being discriminated against

END

Appendix 2 – Acceptable standards of appearance

Acceptable Standards of Appearance at Work

Overview

As a representative of the school, an employee's appearance impacts on the school's image. Inappropriate dress can suggest that employees have little regard for their service delivery or their customers; consideration should always be given to public perception.

The school imposes a particular style of dress only where protective clothing and uniforms are required. Whilst there is no desire to impose a style of dress elsewhere, standards appropriate to the effective delivery of our services are necessary.

The school recognises that it employs employees from a wide range of backgrounds, cultures, ages and tastes, who wish to exercise choice in the way they dress. The school accepts that adjustments may sometimes be necessary due to health, cultural or religious considerations.

Scope

1. This standard applies to all those working for the school (employees, agency and interim staff, consultants, partners, contractors, Governors and volunteers), including those who do not frequently meet the public. Those required to wear uniforms or protective clothing are equally required to comply.
2. It is recognised that conventional business dress may not be appropriate to the school environment. As such, the Governing Board expect the standards outlined below to be maintained by all staff.
3. This standard, forms part of the contract of employment, so must be adhered to. An inappropriately dressed employee may be sent home to change. Repeated breaches of the standard may lead to disciplinary action being taken. Employees who are sent home to change will be deducted pay for the time taken to do this, subject to the application of the disciplinary procedure.
4. Employees may follow the traditions of their cultural/ethnic/religious background provided they are safe and appropriate to the job.

Standards of appearance and dress applicable to all employees at all times

- a high standard of cleanliness and personal hygiene
- a standard of dress which promotes the professionalism of the organisation and is appropriate for the work being carried out
- School name/I.D. badge worn visibly at all times, as directed by the Headteacher.

Employees who are required to wear uniforms or protective clothing

- Only uniforms or protective clothing issued by the school may be worn. No substitutes are to be made. Any alterations for religious or health reasons must be agreed with the line manager and must be compatible with the colour and style of the uniform as well as offering the same level of protection.
- It is the duty of each employee to keep all items of their own uniform and protective clothing clean, pressed and in good repair.
- Employees must not allow anyone else to wear their uniform and/or protective clothing and must return all items when they leave the school.
- The uniform/protective clothing must not be worn outside work hours, except when travelling directly to and from work.
- Managers are responsible for ensuring that replacement of uniform/protective clothing is made available when given reasonable notice.
- Breaches are likely to lead to the employee being sent home to change into their correct uniform/collect their protective clothing. This is likely to be unpaid hours, and disciplinary action will be considered (see also paragraph 3 above)

Employees who are not required to wear uniforms or protective clothing

- The standard allows for both formal and informal business dress.
- The choice of formal or informal business dress should be made by each employee according to the requirements of each working day.
- There will be occasions when formal business attire is required for some employees. For example, when meeting visitors/representatives from other organisations. This does not necessarily mean a suit but does mean smart business- attire.
- Suitable footwear is to be worn.
- Whilst the School wishes to be flexible, the following are examples of items which are **not considered acceptable**:
 - shorts or very short skirts/dresses
 - cropped tops which expose the midriff
 - low cut or strappy dresses or tops
 - any clothing bearing political or potentially offensive messages or logos
 - clothing with rips/tears
 - beachwear such as vest tops, flip-flops and shorts

It may be acceptable in some circumstances for casual clothing and/or sportswear to be worn at work, for example:

- staff who are primarily engaged as Sports Instructors or to teach PE.

- staff who are delivering, or assisting in the delivery of, a PE lesson.
- when attending work social events or preparing for accommodation moves/housekeeping.
- when participating in exercise before and/or during the working day, bringing a change of clothing, as appropriate.
- where there is a local agreement that casual clothing and/or sportswear improves accessibility with service users.
- when attending some off-site training courses
- where there is a local agreement to allow periodic 'dress down' days in the workplace

If in doubt, check with your manager what is acceptable.

Appendix 3 – Guidance re gifts etc.

Guidance Regarding Gifts, Hospitality and Entertainment

The Code of Conduct (the Code) for School staff sets out the standards of conduct expected of School staff in their business activities and in the link between work and their private lives. It incorporates legislation and good practice setting standards of behaviour and integrity for School employees.

These procedures are mandatory and apply to all staff, volunteers, interims and agency staff. The procedures should be read in conjunction with the Code of Conduct and the Council's Anti-Bribery Policy.

What is a gift, hospitality or entertainment?

This includes a gift, hospitality or entertainment (including invitations to cultural and sporting events), monetary or otherwise, provided to any School employee (either directly or to a spouse, partner or family member) as a result of them being a School employee. This includes, but is not limited to:

- Goods and other items;
- Services;
- Attendance at cultural, sporting and other events;
- Meals, drinks and other hospitality; and
- Accommodation.

Some exceptions do exist, such as items provided at conferences that are provided to all delegates; **however, where staff are unsure whether an exception may apply, the Code requires that the offer be declined.**

Where clarification is required this should be sought from the school's monitoring officer.

General steps

If you are offered gifts, hospitality or entertainment, whether accepted, refused or returned the following steps are required to be taken:

1) Accept, reject or return the gift and hospitality

The Code of Conduct states that as a general principle hospitality or entertainment of any sort should not be accepted and that you should not accept **significant** personal gifts.

a) Entertainment (e.g. sports events, theatre tickets and hotel accommodation)

This should not be accepted. Any exceptions are likely to be rare and will require the prior express approval of the Chair of Governors, based on the submission of a business case showing a clear benefit to the school.

b) Gifts

The Code states that you should not accept significant personal gifts. Gifts of alcohol should not be accepted except in the circumstances detailed below regarding the end of term.

The exception to this is at the end of term, when it is recognised that it is common for parents/carers/students to give gifts to staff, as a sign of appreciation.

Collective Gifts - These can occur when a person is unwell, reaches a particular milestone, or is leaving the school.

Exceptionally, if returning a gift would cause offence, your Headteacher can arrange for it to be received by the school and passed to the Governing Body, to be used for fundraising.

Appendix 4 – Extract from the OfSTED Inspection Handbook September 2024 “Gaming the system” and “off-rolling”

Gaming

Inspectors will challenge leaders and managers about unusual patterns of examination entry that appear to ‘game the system’, for example if they are entering pupils for courses that are not in their educational best interest. The IDSR will provide inspectors with areas to investigate when nationally available data suggests that gaming may be taking place. If inspectors uncover evidence that deliberate gaming is taking place, the leadership and management judgement is likely to be inadequate.

Inspectors will also challenge leaders and managers about unusual patterns in the way that the school records attendance, including the use of inaccurate register codes or changes to when the register is taken. For example, if inspectors reasonably believe that a school is inaccurately recording attendance, has changed the timing of session registration to game attendance rates or is using part-time timetables inappropriately, then inspectors are likely to judge leadership and management to be inadequate.

Inclusion and off-rolling

Schools should have an inclusive culture in relation to KCSIE that supports arrangements to:

- identify early those pupils who may be disadvantaged or have additional needs or barriers to learning
- meet the needs of those pupils, drawing on more specialist support when necessary, and help those pupils to engage positively with the curriculum
- support those pupils to attend school when it is closed to other pupils due to COVID-19 restrictions, and prioritise those pupils during any wider reopening
- ensure that pupils have a positive experience of learning and achieve positive outcomes
- ensure, during the pandemic, that pupils are returned to school as soon as is appropriate

There is no legal definition of ‘off-rolling’. However, we define ‘off-rolling’ as:

The practice of removing a pupil from the school roll without a formal, permanent exclusion or by encouraging a parent to remove their child from the school roll, when the removal is primarily in the interests of the school rather than in the best interests of the pupil. Off-rolling in these circumstances is a form of 'gaming'.

When an inspection finds evidence of off-rolling taking place by our definition, inspectors should always address this in the inspection report. They may, depending on the scale and impact, need to consider it when reaching the judgement. If the off-rolling is lawful, inspectors must be careful to consider the context of the off-rolling and be clear about what impact the off-rolling has had on pupils involved and on the school. There are many different activities that can constitute off-rolling, so there can be no hard and fast rules as to how it should be addressed. However, if inspectors determine the school to be off-rolling according to our definition, then the leadership and management of the school are likely to be judged inadequate.

There are other reasons why a school might remove a pupil from the school roll, such as when a pupil moves house or a parent decides, without encouragement or coercion by the school, to home educate their child. This is not off-rolling. If the pupil transfers to the roll of their alternative provision, and this is genuinely in the best interest of the pupil, this is not off-rolling. If a school appropriately removes a pupil from the roll due to a formal permanent exclusion and follows the proper processes, this is not off-rolling. Headteachers have the right to exclude pupils when there are legitimate reasons for them to do so. Used correctly, exclusion is a vital measure for headteachers to use.

Dual-registering or dual-coding a pupil in 2 schools or providers, or using alternative provision while they remain registered at the school, is not off-rolling because the pupil has not left the roll of their school. However, this may still be a form of gaming if it is not in the best interests of the pupil. Managed moves can be an effective tool in breaking a cycle of poor behaviour, but they can also be a form of off-rolling. Managed moves are not off-rolling only when they are genuinely used in a pupil's best interests, within the statutory guidance. If a school uses managed moves, inspectors may ask to see evidence of the ways in which these have been carried out.

Inspectors will be interested in high numbers of pupils moving on and off roll, but this may not in itself mean that off-rolling is taking place.

All School employees are required to complete the following declaration that they have read and understood the code of conduct, including appendices.

Declaration

I acknowledge receipt of the School's Code of Conduct, including the appendices which relate to Standards of Behaviour and Acceptable Standards of Appearance.

I have read all documents and understand:

- the behaviour expected of me whilst I work for the School
- the action I should take if I become aware or suspect any breach by another employee
- that any breach by me could lead to disciplinary action being taken against me, which could result in me being dismissed from my employment.

Print name:

Signature:

Date:

Please return to: cartJ@archten.croydon.sch.uk

School Office

The electronic signing of this document via MS Forms will be retained on your personnel HR file.