



Safeguarding Children: Code of Conduct for Staff

Background and principles

The staff and Governing Body of Evelina Hospital School are committed to the principles of the “Safe Organisations Checklist” (*Southwark Safeguarding Children Board*). Staff have a common law Duty of Care towards pupils and **have a legal obligation to safeguard and promote the welfare and well-being of all pupils**, whose needs must be the first and paramount consideration. (*Children Act 1989, Education Act 2002, and Inspections Act 2006*)

The overwhelming majority of adults who work with children in education settings, act in a professional and responsible way and always seek to provide a safe and supportive environment, which secures the well-being and best outcomes for pupils. Particularly, children with emotional and behavioural difficulties often display challenging behaviours which place them at risk, and may render the staff who support them vulnerable to allegations of mistreatment or abuse.

Allegations may be misplaced, malicious or genuine. Much relies on pupil and staff behaviours, where tensions and misunderstandings may occur and allegations may arise from different perceptions of the same event. The purpose of the Code of Conduct is to provide a framework for safe professional practice and effective partnerships between staff, team leaders and parents/carers.

The Code of Conduct is designed to be supportive to help employees to maintain professional standards of behaviour and protect themselves from misunderstandings or criticisms. This code sets out the minimum standards that should apply to all teachers, support staff, students, volunteers, visiting staff and locums working with pupils on and off-site and requires that these adults will;

- Place the welfare of pupils as their first and paramount consideration,
- Accept responsibility for their own actions and behaviour and avoid any conduct that might lead any reasonable person to question their motivation and intentions,
- Work in an open and transparent way,
- Make a record of any incident and promptly consult their line manager,
- Apply the same professional standards, regardless of difference e.g. gender, race or sexual orientation or disability.
- Be aware of the name of the Designated Person with responsibility for safeguarding pupils (and their deputy) and understand their responsibilities under the safeguarding/ Child Protection Policy
- Understand that any breaches in the law or professional expectations might lead to criminal or disciplinary action and barring,
- Understanding their responsibilities to report the unprofessional conduct of other adults working on behalf of the school.

Behaviour and Standards

- Each employee shares a responsibility for recognising the sensitivities and feelings of others, which may be different from their own but no less valid.



- All employees should be committed to high standards in delivering work and dealing with colleagues, this will not only be about the tasks people do but the effect of their words, how they interact/engage with others and tackling discriminatory or inappropriate behaviour
- Employees also have a responsibility to not behave in such a way that may 'bring the reputation of the school into disrepute' outside of working hours particularly if they live and work in the local community.
- Employees have a responsibility to work with colleagues and treat them with respect
- School employees are expected to give the highest possible standard of service to the public and, where it is part of their duties, to provide appropriate and impartial advice to elected Members and colleagues. All employees are expected to bring to the attention of the appropriate manager any deficiency in the provision of services to the public
- Teachers are also subject to the standards of personal and professional conduct in the Teachers' Standards.
- All employees are expected, without fear of recrimination, to report to the appropriate manager any impropriety or breach of procedure. The school has a procedure for "whistle blowing" (raising a concern) to facilitate this.

Appropriate dress

- The school expects all employees to dress appropriately whilst at work so that confidence of service users is maintained. Whilst the school values diversity and are not seeking to achieve a complete uniformity of dress style, the school does expect all employees' clothing at work to be neat, clean, modest and appropriate.
- At the Evelina Hospital School staff should dress safely and appropriately for the tasks that they are required to undertake. This means following the GSTT Dress Code with reference to Infection Control.

Confidentiality

- The law and the Council also encourages open government and has its own standards for disclosing certain types of information. All employees must be aware of which information the Council is and is not open about and act accordingly.
- Employees should not communicate to the public, press, television or any outside agency the contents of any documents relating to the school/Council or the proceedings of any committee meeting that is confidential information unless required by law or authorised by an appropriate manager to do so. The only exception is in the case of elected Trade Union officials acting in their official capacity. However, Trade Union representatives would be expected to raise any issues through the normal channels through the school and or the LA in the first instance.
- Employees should not use any information obtained in the course of their employment for personal gain or benefit, nor should they pass it on to others who might use it in such a way for example passing dates for review of contracts for services before they are public knowledge.
- Staff or Volunteers in schools must not use confidential or sensitive information about a child or their family for their own benefit or to humiliate or embarrass a child.
- Confidential information about pupils or the School should not be shared casually however; information that might suggest that a child is in need or at risk of significant harm must be shared with the Designated Person, in accordance with the safeguarding / child protection procedures.



- Where employees are engaged in study, students should not be identified personally within essays or other work for their program of study. They should follow their own university or college's policies around this.

Social Contact

- Staff should not establish or seek to establish any social contact with a pupil or their parents/carers. This includes contact on social media.
- Unplanned or other social contact that happens outside of the school setting should be reported to the Head Teacher.
- Staff should not give their personal telephone numbers or email addresses to pupils or their parents.
- No member of staff will enter into extra or private tuition or childcare arrangements with parents without the permission of the Head Teacher.
- Staff should notify their line manager of any existing or previous family or social relationship with a pupil or their parent/carer.
- Please see section **"Use of Telephones, E-mail and Internet"** for the use of internet and section **"Use of Social media"** for the use of social media.

Physical contact

- When physical contact is made with pupils, it should be in response to their needs at that time, of limited duration and appropriate to their age, stage of development, gender, ethnicity and background.
- Physical contact should never be secretive, for the gratuity of the adult or represent a misuse of authority.
- Extra caution should be exercised where a child is known to have suffered previous abuse or neglect. Such experiences may sometimes make a child exceptionally needy and demanding of physical contact and staff should respond sensitively by deterring the child through helping them to understand the importance of personal boundaries.
- Any extreme attention-seeking behaviour by pupils that makes staff feel uncomfortable should be reported to a line manager.
- Staff supervising PE and games or providing music tuition may be required to initiate physical contact with pupils, the principle of "limited touch" should be applied, with understanding of pupils' sensitivities and with the pupil's agreement.

Infatuations

- It is not unusual for pupils or, sometimes, their parents to develop infatuations or "crushes" towards trusted staff. All such situations must be responded to sensitively to maintain the dignity of those concerned and any indications that this might be happening reported to the head and relevant ward staff.
- In addition the object of the pupil or parent's affections may not even be aware of this, in this case colleagues must bring this to the colleague's attention and report this to the Head.

Pupils in distress

- On those occasions when a pupil may be in distress and in need of comfort and reassurance, staff should ensure that they remain self-aware at all times and that their contact with the pupil is not open to misunderstanding.
- Such incidents must always be recorded in pupil records and shared with a line manager.



Care, control and physical intervention

- The School is committed to the use of positive behaviour management and staff will not shout or use any form of physical punishment, threats, sarcasm or demeaning comments to deal with unacceptable behaviour.
- Children should only be restrained in the most exceptional circumstances i.e. for their own protection or the protection of other. This must only be undertaken in accordance with the training and policy sanctioned by the Leadership Team and Governing Body. The assistance of others must be sought. Please refer to the Behaviour Policy (including Home School Agreement, Anti-bullying and Reasonable Force).
- Any incidents which required physical restraint or interventions should be documented and reported to the head as soon as possible. Ward staff, parents and carers will also be informed.

One to one situations

- Staff working individually with children should recognise the potential vulnerability of pupils and adults in such situations and ensure that they manage these situations with regard to the safety of both the child and themselves. Additional safeguarding advice is given within the Safeguarding Policy.
- Individual work with pupils should not be undertaken in isolated areas or rooms where there is no external visual access. Where necessary to close doors for reasons of confidentiality, because a pupil is in an isolation cubicle or because teaching is taking place in a sensory room, a colleague should be made aware of this and asked to remain vigilant.
- On occasion, and only following a risk assessment, staff may be required to accompany pupils off site on their own. Risk Assessments should also be undertaken and a discussion held with the headteacher and relevant Ward Manager. In this case arrangements, i.e. purpose and location of visit, i.e. to a pupils' school or college and notification are shared and made in prior consultation with ward staff and recorded in relevant school diaries.

Home Visits

- All work with pupils and parents should, wherever possible, be undertaken in the school or other recognised workplace, there are however occasions, in response to urgent or specific situations where it is necessary to make one-off or regular home visits.
- A risk assessment should include an evaluation of any known factors regarding the child/young person, parents and others living in the household. Following an assessment, appropriate risk management measures should be put in place before visits are agreed. *Where little or no information is available, visits should not be made alone.*
- No child or young person should be in or invited into, the home of an adult who works with them, unless the reason for this has been firmly established and agreed with parents/ carers and a senior manager or Head Teacher.

Educational Visits and After-School Activities

- Adults remain in a position of trust and need to ensure that their behaviour remains professional at all times and stays within clearly defined professional boundaries.
- When taking students off-site, staff should take the school mobile phone and call the school in cases of unforeseen events, delays or problems.

First Aid



- All first aid will be administered only by suitably trained and accredited staff except in an emergency where the illness or injury is such that to delay assistance might cause harm to the child. As we are in a hospital, we have ready access to highly qualified staff. In-patients should be taken directly to their designated ward; out-patients should be taken directly to A&E on the ground floor. The designated person, and the school office should be informed. Procedures for informing parents/carers of the incident must be completed.
- In emergencies, the Crash Team can be contacted on extension 2222.
- Children who require any form of intimate care are entitled to privacy, dignity and safety. School staff do not provide toileting support or change nappies, this should be done by ward staff on the ward.

Infection Control

- Working in a hospital setting employees must work within the infection control expectations of GSTT. Resources and equipment must be cleaned or disposed of appropriately. Handwashing procedures must be followed.
- If a concern arises, employees must seek the advice of the head or deputy, who will ring the infection control team for advice.

Curriculum

- Given the transient nature of our hospital school population, sex and relationships education needs to be handled with particular care. Sex and relationships education need not be taught as isolated lessons, but be part of broader teaching and learning. With long-stay pupils, sex and relationships will be delivered in a more typical way.
- Evelina School has a significantly higher than average number of students with SEND or varying degrees of severity. We believe that all children and young people are entitled to sex and relationships education and our teachers will plan content that is appropriate for each student.
- The curriculum can include or raise subject matter, which is sexually explicit or otherwise of a sensitive nature. Care should be exercised to ensure that resource materials are not misinterpreted and clearly relate to the lesson plan.
- The curriculum can sometimes lead to unplanned discussion of sensitive subject matters. Responding to pupils' questions requires careful judgements and guidance can be sought from members of the Leadership Team or ward staff, as appropriate.

Photography, videos and other creative arts

- Permission from pupils and their parents/carers must be obtained on the appropriate proforma and names of pupils will not be published without consent. Where names are published, it is recommended these are on first names basis only.
- All images and films must be stored appropriately and securely only used by those authorised to do so. Staff should be able to give account of the rationale behind any images of pupils that are in their possession. Staff should avoid using personal devices to take photos or videos, but where this happens, they should inform the designated person and delete them as soon as possible.
- Whilst photographic and video images can play a valuable role within the curriculum, after-school activities and to celebrate achievement, there is potential for such images and opportunities to be misused by adults with ulterior motives. Staff should be sensitive to the needs of pupils who may have been abused in this way or who appear uncomfortable when asked to participate in photography or filming.



- Photographs and films taken for official school use may be covered by the Data Protection Act, e.g. if the images are going to be stored with other personal data. If the photograph is taken of groups of pupils during lessons and will be used in the school prospectus then the Data Protection Act does not apply. Names of children must not be published with photographs or films.
- Remember to ask children prior to their involvement, even when parents/carers have given permission.
- Special projects with outside providers: Staff should ensure that a member of the Senior Management Team is aware of the proposed use of photographic/video equipment and that separate, customised consent forms have been prepared for parents/carers to sign in relation to the particular project.

Safeguarding

- Staff must be aware of the name of the designated person with responsibility for safeguarding pupils (and their deputy) and understand their responsibilities under the safeguarding/child protection policy.
- All staff have a responsibility to raise concerns about the inappropriate or worrying behaviour of a colleague: in good faith and without fear of repercussions.
- Staff must accept responsibility for their own actions and behaviour and avoid any conduct that might lead any reasonable person to question their motivation and intentions.
- They must make a record of any incident and promptly consult their line manager.
- All staff are obliged to support the Council / Governors' statutory duty to safeguard and promote the welfare and well-being of all pupils.
- Where allegations are made about the mistreatment of a pupil by a member of staff or volunteer, the Head Teacher will follow the procedures adopted by the London Safeguarding Children Board, in consultation with relevant designated LA officers.
- In the case where an allegation is made against the Head Teacher, the Chair of the Governing Body, will follow the above procedures.
- Staff and volunteers working in schools must understand that any breaches in the law or professional expectations might lead to criminal or disciplinary action and barring,
- Under the Southwark Safeguarding Board requirements, staff are asked to complete a new DBS application every 3 years. Staff should in the interim period declare to the Head Teacher / Chair of Governors any caution, conviction or if bound over as soon as possible.

Whistleblowing

- If employees have concerns about something that is happening at work which they believe could be unlawful conduct, financial malpractice, a concern for the welfare or safeguarding of a child or be dangerous to the public or the environment, it is important that you bring it to the school's/Council's attention. Further details can be found in the Whistleblowing policy on the 'managing people' website on www.southwark.gov.uk.
- As the school operates within the hospital staff should also be aware that there is a GSTT whistleblowing policy called "Raising a Matter of Concern". This is available on the trust intranet and a copy is also held by the school's Designated Person.

Political Neutrality

Reviewed by PM/AH – September 2018

Approved by Governors November 2018

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All employees serve the Council as a whole and it follows that they must serve all elected Members and not just those of any particular political group. Employees must ensure that:

- the individual rights of all Members are respected,
- must follow every lawful expressed policy of the Council,
- must not allow personal or political opinions to interfere with work and
- must also understand that Members act through Committees or Sub-Committees and cannot issue executive orders

Appointment and other employment matters

- All employees involved in appointments should ensure that these are made on the basis of merit. It would be unlawful for an employee to make an appointment that was based on anything other than the ability of the candidate to undertake the duties of the post. The school's recruitment and selection procedure must be strictly observed. In order to avoid any possible accusation of bias, employees should not be involved in an appointment where they are related to an applicant or have a close personal relationship outside work with him or her.
- Staff should make the Head Teacher/Chair of Governors aware of any personal relations with other staff members or Governors that might lead to a conflict of interests or cast doubt on the integrity of the school; especially where one or other of the parties holds a management or leadership role
- Similarly, employees should not be involved in decisions relating to discipline, capability, promotion or pay adjustments for any employee who is a relative, partner, close friend etc.

Relationships with elected Members

- Employees are responsible to the Council through its senior managers. For some, their role is to give advice direct to Members and senior managers. Mutual respect between employees and Members is essential to good local government and good working relationships facilitate this process. Close personal familiarity between employees and individual Members, however, can damage the relationship and prove embarrassing to other employees and Members and should therefore be avoided.

Relationships with the local community and service users

- 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 as defined by the policies of the Governing Body and LA.

Relationships with contractors

- All relationships of a business or private nature with external contractors, or potential contractors, must be made known to the Head Teacher and/or Governing Body and properly recorded.
- All employees who engage or supervise contractors or who have any other official relationship with contractors and have previously had or currently have a relationship in a private or domestic capacity with contractors, must also declare that relationship. A Declaration of Interest pro-forma is available for such notification.
- Orders and contracts must be awarded on merit, by fair competition against other tenderers and no special favour should be shown to businesses or consultancies run by, for example, friends, partners or relatives, in the tendering process. The Council's Contract Standing Orders must be rigidly applied.

Outside commitments

Reviewed by PM/AH – September 2018

Approved by Governors November 2018

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- Employees' off-duty hours are their own personal concern. However, employees should not take up any outside activities or employment, whether paid or unpaid, which conflicts with or reacts detrimentally to, or has such potential, to the school's interests, or which exposes them to a significant health risk.
- Employees should follow the Council's rules on the ownership of intellectual property or copyright created during their employment. All patents, trademarks and other rights in inventions or concepts that are created or developed by employees during and arising from or related to their employment belongs to the Council, subject to any rights acquired by employees under the Patents Act 1977. The Council also owns the copyright in all work produced by employees during their employment.

Personal interests

- Employees must declare to an appropriate manager any financial or non-financial interests they consider could bring about a conflict with the school's interests.
- Head Teachers, Members of Governing Bodies, Teachers and Senior managers are required to declare membership of any organisation not open to the public without formal membership and commitment of allegiance and which has secrecy about rules or membership or conduct. A Declaration of Interests pro-forma is available for such notification. All other staff are encouraged to declare such membership to an appropriate manager.

Separation of roles during tendering

- Employees involved in the tendering process and dealing with contractors should be clear on the separation of client and contractor roles within the school. Head Teachers or Senior managers who have both a client and contractor responsibility must be aware of the need for accountability and openness. Employees in contractor or client units must exercise fairness and impartiality when dealing with all customers, suppliers, other contractors and sub-contractors.
- Employees who are privy to confidential information on tenders or costs for either internal or external contractors, should not disclose that information to any unauthorised party or organisation.
- Employees should ensure that no special favour is shown to current or recent former employees or their partners, close relatives or associates in awarding contracts to businesses or consultancies run by them or employing them in a senior or relevant managerial capacity.

Gifts and Corruption

- Employees must be aware that it is a serious criminal offence for them corruptly to receive or give any gift, loan, fee, reward or advantage for doing, or not doing, anything or showing favour, or disfavour, to any person, including members of the public, in their official capacity.
- If an allegation is made, under the Prevention of Corruption Act 1916 an employee is deemed to have received the reward, etc, corruptly it is for the employee to demonstrate that any such rewards have not been corruptly obtained.
- However, it is acknowledged that a teacher may, owing to a long-standing tradition, often be given small tokens by pupils, parents and or carers at certain times of the year. The Teacher must inform the Head Teacher, if the value of the token is likely to exceed £10.00. However, it is unacceptable to receive gifts on a regular basis.
- Personal gifts should not be given by staff to pupils and any reward to a child should be consistent with the school's behaviour policy, recorded and not based upon favouritism.



- Employees should not accept significant personal gifts from contractors and external suppliers, although the school does allow employees to keep items of token value such as pens, diaries, etc. In all cases, advice should be sought from the Head Teacher or Governing Body.

Use of financial resources

- Employees must ensure that they use public funds entrusted to them in a responsible and lawful manner. They should strive to ensure value for money to the local community and to avoid legal challenge to the school.
- All employees should ensure that they have an appropriate awareness of the school's financial regulations and that their actions fully comply with those regulations

Hospitality

- Employees should only accept offers of hospitality if there is a genuine need to impart information or represent the school in the community. Offers to attend purely social, entertainment or sporting functions should be accepted only when these are part of the life of the community or where the school should be seen to be represented. All such offers of hospitality should be properly authorised and recorded by the relevant manager.
- When hospitality has to be declined those making the offer should be courteously but firmly informed of the procedures and standards operating within the school.
- When receiving authorised hospitality, employees should be particularly sensitive as to its timing in relation to decisions which the school may be taking affecting or potentially affecting those providing the hospitality.
- Acceptance by employees of hospitality through attendance at relevant conferences and courses is acceptable where it is clear the hospitality is corporate rather than personal, where the Head Teacher/Governing Body gives consent in advance and where the Head Teacher/Governing Body is satisfied that any purchasing decisions are not compromised. Where visits to inspect equipment, etc, are required, employees should ensure that the school meets the cost of such visits to avoid jeopardising the integrity of subsequent purchasing decisions.

Sponsorship – giving and receiving

- Where an outside organisation wishes to sponsor or is seeking to sponsor a school activity, whether by invitation, tender, negotiation or voluntarily, the basic conventions concerning acceptance of gifts or hospitality apply. Particular care must be taken when dealing with contractors or potential contractors.
- Where the school wishes to sponsor an event or service neither an employee nor any partner, spouse or relative must benefit from such sponsorship in a direct way without there being full disclosure to the Head Teacher/Governing Body of any such interest. Similarly, where the school through sponsorship, grant aid, financial or other means, gives support in the community, employees should ensure that impartial advice is given and that there is no conflict of interest involved

Equality issues

- The Local Authority has a duty to promote community cohesion and members of that local community, customers and other employees have a right to be treated with fairness. All employees should ensure that they are aware of the school's policies relating to equality issues and managing diversity and that all such policies are complied with fully, both in letter and spirit.



- It is a personal responsibility of all employees to take all necessary steps to ensure that they do not discriminate against members of the local community, customers or other employees on the grounds of race, colour, ethnic and national origins, sex, marital status, domestic circumstances, sexual orientation, disability, age, class, ethical beliefs, basic skills or trade union activity. All employees must also do whatever is reasonable and appropriate to promote equality of opportunity in whatever way and whenever they can.

Debts and Rent and/or Council Tax arrears

- Where employees are tenants or former tenants of the Southwark Council, they should not fall into arrears with payments of rent or Council Tax. Where any such arrears have been accrued prior to employment with the Council, and are still outstanding, employees should undertake to clear them within an agreed and reasonable period of time

Use of school/Council/ECH property and facilities for personal use

- Employees are not normally permitted to use office equipment, e.g. personal computers, facsimile machines, photocopiers and the like, for personal use. Employees must not allow the school address to be used for personal mail deliveries without prior authorisation from the Head.

Use of Telephones, E-mail & Internet

- Employees are not permitted to make personal use of telephones e-mail and internet facilities during work time. They may only use them at the Head Teacher's discretion, or when there is an urgent need to contact someone in an emergency. The time spent should be kept to a minimum. Employees should also inform their family and friends only to contact them at work when it is necessary.
- Staff may not use their personal mobile phones during work time and should not take personal phones or other personal electronic equipment into the classroom.
- Employees must not view their computer or anything stored on it as personal.
- They must not download, store, display, view, retrieve or send electronic material that uses unauthorised encryption, contains programme files, is obscene, indecent, sexist, racist, defamatory, abusive, in breach of copyright, confidential, may constitute harassment, violate an individual's dignity, or create an intimidating, hostile, degrading, humiliating or otherwise inappropriate environment.
- Head Teachers may access an employee mailbox or gain access to Internet usage reports for the following reasons at any time with no notice to:
 - ensure compliance with this policy
 - to respond to freedom of information requests or comply with criminal investigations
 - monitor standards of service or
 - to prevent, investigate or detect unauthorised use of the IT system or criminal activities.
- If pupils are found to have accessed such images, this should be reported to the Head Teacher and the designated person for safeguarding.
- It is also strictly forbidden to download any software from or to load software onto the school's IT system except with the prior written authorisation of the Head Teacher.
- Employees should use the Internet and electronic mail in exactly the same way as they would correspond to anyone on school headed notepaper and must remember that all electronic mail falls within the framework of the Data Protection legislation. Employees must not



correspond on any aspect of school business, unless it falls within the employee's job description and should not be treated as a confidential means of communication.

Use of Social Media

Introduction

Social media is the term commonly given to websites and online tools allowing users to interact with each other by sharing information, opinions, knowledge and interests. Social media can include any website where comments and or information can be shared and are considered to be in the public domain for example photo sharing, blogs as well as the more well known social networking sites such as twitter and facebook.

This guidance aims to help school staff make responsible decisions to ensure they are using them in line with the school's Code of Conduct. They must be used carefully to avoid potential pitfalls. Where actions in using social media are judged to contravene the school's Code of Conduct employees may face disciplinary action and potentially summary dismissal (dismissal without notice), this may include activities outside employment.

Protocol

The basic premise is to exercise common sense. What you write on social networking sites is essentially in the public domain, even if you have privacy settings or material is posted on a closed profile or group.

1. You should only use social media in your capacity as an employee of the school where this is an appropriate communication tool which must be specifically endorsed by your Headteacher.
2. If you are not using social media to support you directly in your employed position, you should always access this in your personal time.
3. In any circumstance:
 - Be accurate, fair, thorough and transparent.
 - Be mindful that what you publish may be public for a long time.
 - Respect copyright and data protection laws as well as maintaining confidential information.
 - Do not publish or report information or conversations that are accessed through your employment at the school without explicit permission. "Conversations" may be oral or e-mail exchanges.
 - Do not use swear words or use derogatory language.
 - It is unacceptable to use social media in a manner that would generally be accepted as a hostile attempt to hurt, upset or embarrass another person, or groups of people, associated with the school.
 - Never refer to stakeholders, suppliers or staff in a way that they can identify individuals.
 - Never represent or reproduce the Southwark logo or the school logo without authorization.
 - Do not publish images relating to users of the school's services unless consent has been given in writing.



- Be aware of safeguarding issues and materials which may adversely impact on children and vulnerable adults. Challenge and report inappropriate use of media.

4. In addition, in your personal use of social media:

- Ensure that your online activities or expressed opinions do not interfere with or conflict with your job or your colleagues' (for example many roles within schools are viewed as role models, views expressed should not conflict with this).
- If you are identifiable as a school employee on social networks, ensure your profile and related content is consistent with how you should present yourself with colleagues and users of school services.
- Do not download or copy school materials without permission.
- If you publish content to a website not owned by the school, and it has something to do with work that you do as an employee of the school (e.g. evident from your profile), use a disclaimer such as: "The views expressed here are my own and do not necessarily represent the views of my employer."
- Maintain boundaries between your personal and professional lives, including customising your privacy settings and avoiding inappropriate personal information becoming visible to members of the group (please note that information can be passed on by individuals that have been allowed access to and any inappropriate views or content will be viewed as contravening the code of conduct).

Health and safety issues

All employees should ensure that they are fully aware of their own duties and responsibilities under the health and safety at work legislation. A copy of the school's/Council's Health and Safety Policy is available for each employee.

Note1: Each Head Teacher or Governing Body will set up and maintain a register of hospitality.

Note 2: Each Head Teacher or Governing Body will identify and publish a list of "appropriate managers", referred to throughout the Code of Conduct.

This code of conduct will be reviewed annually and in accordance with any changes in local or national guidance or legislation.

Current review:

Frequency of review: Annual

Next Review:

Lead: Anne Hamilton - Headteacher



	Conduct	Expectations
1)	Behaviour and Standards	High standards of conduct both within and outside work.
2)	Appropriate Dress	Neat, clean and modest at all times.
3)	Confidentiality	Only share if part of safeguarding procedures or under some other law.
4)	Social contact	Not with pupils and parents/carers, existing relationships or unplanned contact should be reported to the Headteacher.
5)	Physical contact	Limited and proportionate, in line with safeguarding and behaviour management policies.
6)	Infatuations	Respond to individual sensitively and immediately report to Head Teacher.
7)	Pupils in distress	Staff to remain self-aware at all times and ensure contact with the pupil is not open to misunderstanding
8)	Care, control and physical intervention	Only as appropriate and within school policy; must be reported
9)	One to One situations	Not in isolated places, colleague to be informed and to be vigilant.
10)	Home visits	Only after risk assessment, with permission of Head Teacher and never one-to-one.
11)	Education visits and After-School Activities	Within clear professional boundaries.
12)	First Aid	Only by suitably trained and accredited staff except in an emergency. Intimate care to respect dignity and privacy and not to be conducted by Lone individuals.
13)	Infection Control	To work within infection control of GSTT expectations. Handwashing guidelines must be followed.
14)	Curriculum	To abide by the School's policy on sex and relationships education and the wishes of parents
15)	Photography, videos and other creative arts	Get permission first and ensure images or films are stored appropriately.
16)	Safeguarding	Record any concerns and promptly consult the designated safeguarding officer. To undergo new DBS check every three years.
17)	Whistleblowing	Report unprofessional conduct of other adults following the whistleblowing policy.
18)	Political neutrality	Must not allow personal or political opinions to influence work.
19)	Appointment and other employment matters.	Employees involved in making recruitment decisions should do so on the basis of merit. Any relationships should be disclosed.
20)	Relationships with elected members	Employees should avoid personal familiarity with elected members.
21)	Relationships with the local	Remain courteous, efficient and impartial in service



	community and service users.	delivery.
22)	Relationships with contractors.	Relationships must be declared.
23)	Outside commitments	Employees should not take up any outside activities, paid or unpaid, that conflicts, reacts detrimentally to or has the potential to conflict with the school's/Council's interests. Employees should not take up an external activity that exposes them to a significant health risk without written consent.
24)	Personal interests	Employees must declare any conflicts of interests and memberships of any organisation not open to the public.
25)	Separation of roles during tendering.	Employees involved in the tendering process should be clear on the separation of client and contractor roles within the school.
26)	Gifts and corruption.	Small gifts up to the value of £10 may be accepted. Any above this value must be reported to the Head Teacher.
27)	Use of financial resources	Ensure value for money in line with the Council's/school's financial regulations.
28)	Hospitality	Only when part of the life of the community or where the school/Council should be seen to be represented.
29)	Sponsorship – giving and receiving.	Must be reported and not directly benefit any individual.
30)	Equality issues.	The local authority and its employees have a duty to promote community cohesion and equality of opportunity whenever they can.
31)	Use of school / Council property and facilities for personal use.	Not without prior authorisation from the Head.
32)	Use of telephones, email and internet.	At Head's discretion, not in work hours unless it is an emergency. Heads may monitor calls gain access to emails at any time.
33)	Use of Social Media	Employees should have regard to and follow the protocol
34)	Health and Safety issues	Employees should ensure they are fully aware of their responsibilities.