



Woodchester Endowed Church of England (Aided) Primary School

‘Love, Learn and Flourish Together’

Our church school community seeks to inspire children and adults to love, learn and flourish together so we may become everything God has created us to be.

Code of Conduct for Staff

September 2025

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Indeed, the body does not consist of one member but of many’ (1 Corinthians 12; 14-16)
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Our Vision and Rationale

Woodchester Endowed Church of England Primary School community seeks to inspire children and adults to **'Love, Learn and Flourish Together'** so that we may become everything God has created us to be.

'Indeed, the body does not consist of one member but of many' (1 Corinthians 12; 14-16)

As a Church of England school, our Christian vision is central to all we do. Our school community seeks to inspire children and adults to love, learn and flourish together so we may become everything God has created us to be. Our Christian vision is rooted in Paul's letter to the people of Corinth and in our desire to nurture the whole community, flourishing both now and in the future. Paul reminds them that they should live good lives and that their community will be stronger and make a bigger difference if everyone works together to make the most of their individual talents and skills. Our school vision recognises that we are unique individuals, loved by God, and we aim to develop all children and adults to their full potential through a wide variety of opportunities and experiences.

1. Aims, scope and principles

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

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

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

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

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

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

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

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

2. Legislation and guidance

We are required to establish procedures for the regulation of staff conduct under regulation 7 of [The School Staffing \(England\) Regulations 2009](#).

In line with the statutory safeguarding guidance [Keeping Children Safe in Education](#), we should have a staff code of conduct, which should (among other things) cover low-level concerns, allegations against staff and whistle-blowing, as well as acceptable use of technologies (including the use of mobile devices), staff/pupil relationships and communications, including the use of social media.

3. General obligations

3.1 Principles for all staff:

All staff should put the wellbeing, development and progress of all pupils first by:

- taking all reasonable steps to ensure the safety and wellbeing of pupils under their supervision;
- using professional expertise and judgment for the best interests of pupils in their care;

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- demonstrating self-awareness and taking responsibility for their own actions and for providing help and support to pupils;
- raising concerns about the practices of teachers or other professionals where these may have a negative impact on pupils' learning or progress, or may put pupils at risk;
- being familiar with the school's child protection procedures;
- being aware that they are in a position of trust (i.e. the adult is in a position of power or influence over the pupil due to his or her work); and that this position must never be used to intimidate, bully, humiliate, coerce or threaten pupils.

All staff should demonstrate respect for diversity and take steps to promote equality by:

- acting appropriately and in accordance with this Code of Conduct, towards all pupils, parents, carers, colleagues, contractors and suppliers;
- complying with the individual school's Anti-Bullying, Equal Opportunities policies and this Code of Conduct;
- addressing issues of discrimination and bullying whenever they arise;
- helping to create a fair, just and inclusive school and working environment.

All staff should work as part of a unified staff body by:

- developing productive and supportive relationships with colleagues;
- exercising any management responsibilities in a respectful, inclusive and fair manner;
- complying with all school policies and procedures;
- participating in the school's development and improvement activities;
- recognising the role of the school in the life of the local community and local parish whilst recognising the school's Christian values, reputation and standing within the local community;

3.2 Specific Principles that apply to all staff

- **Behaviour** - Teaching staff and other staff in charge of pupils must always maintain good order and discipline when pupils are present on school premises and whenever pupils are engaged in authorised school activities, whether on school premises or elsewhere. The school behaviour policy should be followed at all times.
- **School property** – staff must take proper care when using school property and must not use school property for any unauthorised use or private gain.
- **Use of premises** – staff must not carry out on school premises any work or activity other than pursuant to their terms and conditions of employment without the prior permission of the headteacher.
- **Meetings with pupils** - If staff are teaching one pupil, or conducting a one-to-one meeting or teaching session with a pupil, they should take particular care in the following ways:
 - when working alone with a pupil is an integral part of a member of staff's role, conduct and agree full risk assessments with the headteacher.

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- use a room that has sufficient windows onto a corridor so the occupants can be seen, or keep the door open, or inform a colleague that the lesson / meeting is taking place
- arrange the meeting during normal school hours when there are plenty of other people about
- do not prolong meetings unnecessarily
- respect the need for personal space and avoid sitting or standing near the pupil, except as necessary to check work
- avoid using "engaged" or equivalent signs on doors or windows
- be aware of how your words and actions are perceived and ensure that your conduct could not be misinterpreted
- report any incident that causes you concern to the Designated Safeguarding Leader under the school's safeguarding procedures and ensure that the incident is recorded using the school's agreed protocols.
- report any situation where a pupil becomes distressed or angry to a senior colleague / the headteacher.
- Home visits – in some circumstances home visits may be necessary. All staff should:
 - discuss the purpose of any visit with senior colleagues and adhere to any agreed work plan / contract
 - follow any risk management strategy and ensure appropriate risk assessments are in place. Where appropriate, ensure that visits are not unaccompanied
 - not visit unannounced unless in exceptional circumstances where there is a concern that a child is at risk
 - leave the door open where you will be alone with pupils
 - keep records of the visit, including listing the date, time and duration of the visit and the purpose of the call
 - ensure that any behaviour or situation that gives rise to a concern is reported and actioned
 - discuss with the headteacher anything that gives cause for concern and refer to other agencies / LADO if felt appropriate
 - have a mobile telephone and an emergency contact.

Additional Principles for Teachers

Teachers should take responsibility for maintaining the quality of their teaching practice by:

- meeting the professional standards for teaching applicable to their role and position within the school;
- reflecting on their current practice and seeking out opportunities to develop knowledge, understanding and skills;

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- helping pupils to become confident and successful learners;
- helping pupils understand the distinctly Christian values of the school
- establishing productive relationships with parents and carers by:
 - providing accessible and accurate information about their child's progress;
 - involving them in important decisions about their child's education;
 - complying with this Code.

Teachers should maintain public trust and confidence in the individual school by:

- demonstrating honesty and integrity and upholding the values of the school;
- understanding and upholding their duty to safeguard the welfare of children and young people;
- maintaining reasonable standards of behaviour whether inside or outside of normal school hours and whether on or off the school's site;
- actively promoting and maintaining an effective learning environment.

4. Language and Appearance

Staff will always show respect and be courteous to others always demonstrating our Christian values and core principles of dignity and respect. Staff will therefore need to think carefully about the language they use in both written and oral communication including emails. In maintaining the highest of professional standards staff should:

- avoid words or expressions that can be misinterpreted and avoid displays of affection either personally or in writing (e.g. text messages, Facebook and other social media posts and e-mails etc)
- avoid any form of words which could be interpreted as aggressive or threatening
- avoid any words or actions that are over-familiar
- not blaspheme, swear or use any sort of offensive language
- avoid the use of sarcasm or derogatory language
- be aware that some parts of the curriculum may require discussion of sensitive subjects. Care should be taken in subjects where rules / boundaries / language use may vary (e.g. drama, performing arts, PSHE). Staff should have clear lesson plans and be clear about how language relates to learning outcomes and pupil well-being. It is essential when dealing with sensitive subjects that the Christian foundations of the school are remembered, for example when dealing with issues around transgender, the Church of England's viewpoint around 'Valuing all God's Children'.
- Personal or political neutrality should be maintained during teaching activities including collective worship.

5. The use of force or physical intervention

Physical intervention

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All forms of corporal punishment are unlawful, and the use of unwarranted physical force is likely to constitute a criminal offence. The use of physical intervention should be avoided if possible. However, by law, teaching staff, and other staff who are authorised by the headteacher to have charge of pupils, may use such force or physical contact as is reasonable and proportionate in the circumstances to prevent a pupil from doing, or continuing to do any of the following:

- committing a criminal offence
- injuring themselves or others
- causing damage to property, including their own
- engaging in any behaviour prejudicial to good order and discipline at the school or among any of its pupils, whether that behaviour occurs in a classroom or elsewhere.

5.1 Before intervening

- Before intervening physically staff should, wherever practicable, tell the pupil to amend their behaviour and what will happen if he or she does not respond to the request. Staff should continue to communicate with the pupil throughout the incident and should make it clear that physical contact or restraint will stop as soon as it ceases to be necessary. Staff should always avoid touching or holding a pupil in a way that might be considered indecent. Staff should also avoid any form of aggressive contact such as holding, pushing, pulling or hitting which could amount to a criminal assault, nor act in a way that might reasonably be expected to cause injury.
- Staff should inform the headteacher or appropriate senior colleague immediately following an incident where force has been used. This is to help prevent any misunderstanding or misrepresentation of the incident, and it will be helpful in the event of a complaint. Staff should provide a written report as soon as possible afterwards via CPOMS. The parents / carers should be informed the same day.
- The law allows anyone to defend themselves against an attack provided they do not use more force than is necessary. Similarly, where a pupil is at risk of immediate injury or on the point of inflicting injury on someone else, any member of staff (whether authorised or not) would be entitled to intervene.

5.2 Using reasonable force

There is no legal definition of "reasonable force". It will always depend on the circumstances. Note that:

- any use of force should be proportionate to the behaviour of the pupil involved and the seriousness of the harm prevented
- physical force could not be justified to prevent a pupil from committing a trivial misdemeanour
- any force should always be the minimum needed to achieve the desired result
- whether it is reasonable to use force and the degree of force that could be reasonably employed might also depend on the age, understanding and sex of the pupil.

5.3 Physical contact in other circumstances

Physical contact with a pupil may be necessary and beneficial to demonstrate a required action, or a correct technique in, for example, singing and other music lessons or during PE, sports and games. In these circumstances best practice would be to seek permission from the pupil prior to physical contact being made. Any physical contact should be in response to the pupil's needs, of limited duration and appropriate to the pupil's age, stage of development, gender, ethnicity and background. Physical contact can be easily misinterpreted and should be limited. Staff should use professional judgement.

5.4 Guidance on using physical contact

Staff should observe the following guidelines (where applicable):

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- explain the intended action to the pupil
- do not proceed with the action if the pupil appears to be apprehensive or reluctant, or if you have other concerns about the pupil's likely reaction
- ensure that the door is open and if you are in any doubt, ask a colleague or another pupil to be present during the demonstration
- consider alternatives if it appears likely that the pupil might misinterpret the contact.

If you are at all concerned about any instance of physical contact, inform a senior colleague or the headteacher without delay, and make a written record using the schools' procedures.

5.5 Offering comfort to distressed pupils

Physical contact may be appropriate where a pupil is in distress and needs comforting. Staff should use their own professional judgement when they feel a pupil needs this kind of support and should be aware of any special circumstances relating to the pupil. Staff should always notify a senior colleague when comfort has been offered, record the action and should seek guidance if unsure whether it would be appropriate in a particular case.

5.6 Administering first aid

When administering first aid, staff should explain to the pupil what is happening and ensure that another adult is present or is aware of the action being taken. The treatment must meet the school's health and safety at work rules and intimate care guidelines, and parents should be informed. Staff should:

- adhere to the school's policy on administering first aid / medication
- comply with the necessary reporting requirements
- make other adults aware of the task that is being undertaken
- explain what is happening
- report and record the administration of first aid
- have regard to any health plans
- ensure that an appropriate health / risk assessment is undertaken prior to undertaking certain activities.

5.7 Pupils' entitlement to privacy

Pupils are entitled to privacy when changing or showering. However, there still must be an appropriate level of supervision to ensure safety and awareness of the need to consider the balance of male and female staff when such activities are being undertaken. Staff should:

- avoid physical contact or visually intrusive behaviour when pupils are undressed
- announce themselves when entering changing rooms and avoid remaining unless required
- not shower or change in the same place as pupils
- not assist with any personal care task which a pupil can undertake themselves.

5.8 Intimate care

Sometimes intimate care is required, for example when assisting with toileting or removing wet clothes. Staff should:

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- a. comply with the school's intimate care policy
- b. advise other staff of the task being undertaken and consult where there is any change from the agreed procedure. A record should be kept of the justification for any variations and this information should be shared with parents
- c. explain to the child what is happening
- d. comply with applicable professional codes of practice, as appropriate
- e. comply with regularly reviewed, formally agreed plans, as appropriate.

5.9 Children with safeguarding concerns

Where there may be safeguarding issues with some pupils, staff should be informed on a 'need to know' basis and should be extra cautious when considering the necessity of physical contact. If pupils are overly familiar, staff should sensitively deter the pupil and help them understand the importance of personal boundaries. Such incidents must be reported and discussed with the headteacher/DSL.

5.10 Sexual contact

Staff must not:

- have any type of sexual relationship with a pupil or pupils
- have sexually suggestive or provocative communications with a pupil
- make sexual remarks to or about a pupil
- discuss their own sexual relationships in the presence of pupils.

Sexual relationships or contact with pupils or encouraging a relationship to develop in a way which might lead to a sexual relationship is a grave breach of trust that will usually lead to disciplinary action and may also lead to criminal prosecution.

5.11 Children with special educational needs or disabilities

Some pupils may need more physical contact to assist their everyday learning, which should be agreed and understood by all concerned, justified, openly applied and open to scrutiny. The details of this, will be included within the pupils' Educational Healthcare plan (EHCP) and will have been agreed with parents and carers.

6. Contact with pupils and families outside of school

Staff must recognise professional boundaries and should, wherever practicable, avoid unnecessary contact with pupils outside school. Staff should:

- ensure personal information, such as home address, personal e-mail and telephone numbers remains private
- not send personal communications (such as birthday cards or text messages etc) to children unless agreed with senior colleagues
- not plan to meet pupils, individually or in groups, outside of the school other than on school trips authorised by the headteacher
- avoid contacting pupils at home unless this is strictly necessary; staff should keep a record of any such occasion

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- not give a pupil a lift in their own vehicle other than on school business and with permission from the headteacher. Members of staff must ensure the necessary business insurance is in place to transport children and should, wherever possible, not transport pupils alone.
- avoid inviting pupils (groups or individuals) to members of staff's home.
- report and record any situation which may place a child at risk, or which may compromise the school's or a member of staff's professional standing
- never engage in secretive social contact with pupils or their parents.
- not use any school resources to build relationships with families in order to support their own financial gain or business

6.1 Social contact

Staff must ensure that any social contact with parents or children is not misconstrued or misinterpreted or breaches professional confidentiality. This is particularly important for staff that live within the school community. Any social contact that could give rise to concern should be reported to a senior colleague or the headteacher.

6.2 Friendships with parents and pupils

Members of staff who are friends with parents of pupils or who, for example, are voluntary workers in youth organisations or churches attended by pupils, will of course have contact with those pupils outside of the school. However, staff should still respect the above advice wherever possible and should keep the headteacher informed of such relationships.

In circumstances where the children of staff are in the same school as their parent, friendships with other children will inevitably arise and out of school contact may occur. In these situations, staff should make the headteacher aware. Contact outside of school must be safe and appropriate and confidentiality about all school matters must be maintained.

Scope of application of code of contact outside school

The same guidelines should be applied to after school clubs, school trips, and especially trips that involve an overnight stay away from the school. The principles of this guidance also apply to contact with children or young people who are pupils at another school.

7. Safeguarding

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

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

Our child protection and safeguarding policy and procedures are available from the school website, on the staff intranet and in a folder in the staffroom. New staff will also be given copies on arrival.

7.1 Allegations that may meet the harm threshold

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

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

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

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

7.2 Low-level concerns about members of staff

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

For example, this may include:

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

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

All staff should share any low-level concerns they have using the reporting procedures set out in our child protection and safeguarding policy. We also encourage staff to self-refer if they find themselves in a situation that could be misinterpreted. If staff are not sure whether behaviour would be deemed a low-level concern, we encourage staff to report it.

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

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

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

Reporting and responding to low-level concerns is covered in more detail in our child protection and safeguarding policy. This is available from the school website, on the staff intranet and in a folder in the staffroom.

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

7.3 Whistle-blowing

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

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

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

Staff should consider the examples above when deciding whether their concern is of a whistle-blowing nature. Consider whether the incident(s) was illegal, breached statutory or school procedures, put people in danger or was an attempt to cover any such activity up.

Staff should report their concern to the headteacher. If the concern is about the headteacher, or it is believed they may be involved in the wrongdoing in some way, the staff member should report their concern to the chair of the governing board.

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

For our school's detailed whistle-blowing process, please refer to our whistle-blowing policy.

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8. Sexual harassment

Sexual harassment is any unwanted physical, verbal or non-verbal conduct of a sexual nature that has a purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. It also includes treating someone less favourably because they've submitted or refused to submit to unwanted conduct of a sexual nature in the past, or harassment related to sex or gender reassignment.

When this behaviour is unwanted, it includes (but isn't limited to):

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

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

If a staff member is concerned at any point about incidents of sexual harassment (either directed at them or someone else), they should report their concern to the headteacher. If the concern is about the headteacher, or it is believed they may be involved in the wrongdoing in some way, the staff member should report their concern to the chair of the governing board. The school will investigate any complaints in a timely, respectful and confidential manner.

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

9. Staff-pupil relationships

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

If staff members and pupils must spend time on a 1-to-1 basis, staff will make sure that:

- This takes place in a public place that others can access
- Others can see into the room
- A colleague or line manager knows this is taking place

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

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

While we are aware many pupils and their parents/carers may wish to give gifts to staff, e.g. at the end of the school year, gifts from staff to pupils are not acceptable. Note that end of year gifts/Christmas gifts/easter gifts given from staff to pupils must be cleared with the Headteacher in order to ensure that they are appropriate.

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

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10. Communication and social media

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

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

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

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

11. Acceptable use of technology

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

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

We have the right to monitor emails and internet use on the school IT system. In addition, all WiFi traffic is monitored and logged. This section should be read in conjunction with the Acceptable User Policy.

12. Confidentiality

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

This information should never be:

- Disclosed to anyone unless required by law or with consent from the relevant party or parties
- Used to humiliate, embarrass or blackmail others
- Used for a purpose other than what it was collected and intended for
- Discussed with other members of staff unless it directly impacts those members of staff
- Shared in an area which could be overheard by children or other adults

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

13. Honesty and integrity

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

Staff will not accept bribes. Gifts that are from an individual family worth more than £25 must be declared and recorded on the gifts and hospitality register. End of year/Christmas gifts that include gift vouchers from a collective group of parents/pupils do not need to be declared. If in doubt, seek advice from the Headteacher.

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

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

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- Qualifications
- Professional experience

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

14. Dress code

Staff will dress in a professional, appropriate manner.

Outfits will not be overly revealing, and we politely ask that tattoos are covered up.

Clothes will not display any offensive or political slogans.

15. Conduct outside of work

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

16. Monitoring arrangements

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

14. Links with other policies

This policy links with our policies on:

- Staff disciplinary procedures, which will be used if staff breach this code of conduct. It also sets out examples of what we will deem as misconduct and gross misconduct
- Staff grievance procedures
- Child protection and safeguarding
- Behaviour policy
- Acceptable User Policy
- Whistle-blowing

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