



Uffculme Academy Trust

Code of Conduct for Employees (Acceptable Behaviour)

December 2019

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1 Purpose

- 1.1 The aim of this Code of Conduct for employees is to set out the standards of conduct expected of all staff and to provide further information for employees. This should be read in conjunction with our Conduct Policy, Teachers' Standards and the statutory guidance Keeping Children Safe in Education.
- 1.2 This Code should make it clear to employees the expectations that Uffculme Academy Trust has of them. Employees should note that this Code is not exhaustive in defining acceptable and unacceptable standards of conduct and employees must use common sense in adhering to the underpinning principles. If any employee is ever unsure what the expectations are in any given circumstance, they should speak to their line manager or the Headteacher at the earliest opportunity.
- 1.3 This Code does not form part of any employee's contract of employment and it may be amended at any time.

2 Scope

- 2.1 The Code applies to all employees regardless of length of service including those in their probationary period. It also applies to agency workers and self-employed contractors although, unlike employees, breaches of the Code will not be managed through the disciplinary procedure.
- 2.2 As recognisable figures in the local community the behaviour and conduct of staff of the Trust outside of work can impact on their employment. Therefore, conduct outside work may be treated as a disciplinary matter if it is considered that it is relevant to the employee's employment [see Conduct Policy].

3 Safeguarding and Promoting the Welfare of Children

- 3.1 All employees are responsible for safeguarding children and promoting their welfare. This means that employees are required to take action to protect children from maltreatment, prevent impairment of children's health or development and ensure that children grow up in circumstances consistent with the provision of safe and effective care. This will enable all children to have the best outcomes.
- 3.2 All employees should be prepared to identify children who may benefit from early help. Early help means providing support as soon as a problem emerges at any point in a child's life, from the foundation years through to the teenage years.
- 3.3 All employees must be aware of the signs of abuse and neglect and know what action to take if these are identified.

- 3.4 To do this employees must have fully read and understood our current Safeguarding policies, be aware of our current systems for keeping children safe and must follow the guidance in these policies at all times as well as any updates that are introduced.
- 3.5 All employees must attend and fully engage with mandatory training and any ad hoc training provided by the Trust.
- 3.6 All employees must cooperate with colleagues and with external agencies where necessary.

4 Duty of care

Staff must:

- Understand the responsibilities, which are part of their employment or role, and be aware that sanctions will be applied if these provisions are breached
- Always act, and be seen to act, in our students' best interests
- Avoid any conduct which would lead any reasonable person to question their motivation and/or intentions
- Take responsibility for their own actions and behaviour
- Report any contravention to this Code and/or related policies to your manager, Safeguarding lead or the Head Teacher as appropriate, at the earliest opportunity.

5 Health & Safety

All employees must ensure that they:

- Familiarise themselves with the Health and Safety statements produced by the Trust as published.
- Read and understand the Trust's current Health and Safety Policy
- Comply with current Health and Safety Regulations or instructions and use any safety equipment and protective clothing which is supplied to you by the Trust
- Comply with any hygiene requirements
- Comply with any accident reporting requirements
- Never act in a way which might cause risk or damage to any other members of the Trust community or visitors.
- Attend and actively engage with any mandatory or ad hoc training provided by the trust.
- Inform their line manager of any paid work undertaken elsewhere. This is to comply with the Working Time Regulations, which are a Health and Safety initiative.

6 Honesty and Personal Integrity

- 6.1 Employees are expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct at our Trust.
- 6.2 Employees must comply with any lawful or reasonable instructions issued by managers or governors.
- 6.3 Employees uphold public trust in our Trust and maintain high standards of ethics and behaviour, within and outside school, by:
- Treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to their professional position
 - Having regard for the need to safeguard students' well-being, in accordance with statutory provisions
 - Showing tolerance of and respect for the rights of others
 - Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - Ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.
- 6.4 Employees must have proper and professional regard for the ethos, policies and practices of our Trust and maintain high standards in their own attendance and punctuality.
- 6.5 Employees must treat all colleagues with respect, dignity, fairness and courtesy at all times.
- 6.6 Employees must maintain high standards of honesty and integrity in their work. This includes the handling and claiming of money and the use of Trust property and facilities.

7 Tackling Discrimination

- 7.1 Employees are required to understand the types of discrimination and bullying that students and colleagues may be subject to. Employees are required to have read and understood our Equality and Diversity policy, Anti Bullying policy and Behaviour Policy.
- 7.2 Employees must not ignore any form of discrimination. This includes inappropriate jokes and banter. Employees must always positively promote equality and diversity and inclusion.

- 7.3 Employees must not engage in any form of discrimination, bullying or harassment of colleagues and students and should refrain from comments or behaviour which causes distress, discomfort or unhappiness. In the event that “seemingly innocuous” behaviour causes distress, discomfort or unhappiness, employees should acknowledge their behaviour and not seek to justify it.

8 Professional Boundaries and Relationships

- 8.1 Employees in our Trust are in a position of trust in relation to our students which means that the relationship between an employee and a student is not one of equals. It is a specific offence for a person aged 18 or over (e.g. teacher, youth worker, member of support staff) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual.
- 8.2 Employees must ensure that they avoid behaviour which might be misinterpreted by others. This includes any type of communication that they may have with students.
- 8.3 Employees must not make sexual remarks to any student or discuss their own sexual relationships with, or in the presence of students. Employees must not discuss a student's sexual relationships in inappropriate settings or contexts. Any sexual behaviour by a member of staff towards any student is unacceptable and illegal.
- 8.4 Employees must ensure that professional boundaries are maintained at all times. This means that employees should not show favouritism to any student and should not allow students to engage in any type of behaviour that could be seen to be inappropriate. Students are not employees' friends and should not be treated as such.
- 8.5 Employees should be aware that it is not uncommon for students to become strongly attracted to a member of staff or to develop an infatuation. If any member of staff becomes aware of an infatuation, they should discuss it with the Designated Safeguarding Lead (DSL) in their school immediately so that they can receive support on the most appropriate way to manage the situation.
- 8.6 For employees who are in a relationship with a colleague, parent or carer, or any other person associated with the Trust we expect that they identify this to the Head and ensure that this does not create a conflict of interest or affect their professional judgement or responsibilities in any way. Where an employee has managerial authority over another employee with whom they are in a close personal relationship, the Trust reserves the right to transfer one or both employees to another role in the Trust following appropriate consultation with both employees in order to seek agreement to the transfer.

9 Confidentiality and Data Protection

- 9.1 Members of staff may have access to confidential information about students, colleagues or other matters relating to the Trust. This could include personal and sensitive data, for example information about a student's home life. Employees should never use this information to their own personal advantage, or to humiliate, intimidate or embarrass others. Employees should never disclose this information unless this is in the proper circumstances and with the proper authority.
- 9.2 If an employee is ever in doubt about what information can or can't be disclosed, they should speak to the Data Protection Lead in their school.
- 9.3 We will comply with the requirements of **Data Protection Legislation** (being (i) the General Data Protection Regulation ((EU) 2016/679) (unless and until the GDPR is no longer directly applicable in the UK) and any national implementing laws, regulations and secondary legislation, as amended or updated from time to time, in the UK and then (ii) any successor legislation to the GDPR or the Data Protection Act 1998, including the Data Protection Act 2018). Employees are expected to comply with the Trust's systems as set out in our Data Protection Policy. If any employee becomes aware that data is at risk of compromise or loss or has been compromised or lost, they must report it immediately to the Data Protection Lead in their school so that they can report it to the Data Protection Officer, in order (where applicable) for relevant breaches to be reported to the Information Commissioners Office within 72 hours.
- 9.4 Employees must read and understand our Data Protection Policy and other relevant policies including in relation to criminal records information, recruitment and safer recruitment, internet, email and communications, information security, copies of which are provided as part of new staff induction and accessible via each school's intranet.

10 Physical Contact with Students

- 10.1 There are occasions when it is entirely appropriate and proper for staff to have physical contact with students. Employees must ensure that they only do so in ways that are appropriate to their professional role and in response to the student's needs at the time. This should be of limited duration and appropriate to the age, stage of development, gender and background of the student. Employees should always be able to explain why they have made physical contact with a student.
- 10.2 There may also be occasions where a student is in distress and needs comfort and reassurance which may include age appropriate physical contact. If an employee is in this position then they should consider the way in which they offer comfort, ensuring that it is not open to misinterpretation and is always reported to the DSL.

- 10.3 Staff may legally physically intervene with students to prevent them from committing a crime, injuring themselves or others, causing damage to property, engaging in behaviour prejudicial to good order and to maintain good order and discipline. Physical force should never be used as a form of punishment.
- 10.4 Where physical restraint has been necessary, employees must report this immediately and ensure that their line manager, DSL and the Headteacher are aware that this has happened. Written records of physical restraint must be retained to safeguard students and employees.
- 10.5 Sexual contact, including grooming patterns of behaviour, with students is unlawful and unacceptable in all circumstances.

11 Behaviour Management

- 11.1 Employees should not use any form of degrading or humiliating treatment to punish a student. The use of sarcasm, demeaning or insensitive comments towards students is completely unacceptable.
- 11.2 Where students display difficult or challenging behaviour, employees should follow the Trust's behaviour policy using strategies appropriate to the circumstance and situation.

12 Social Contact with Students

- 12.1 Employees should not establish or seek to establish social contact, via any channels (including social media), with students for the purposes of securing a friendship or to pursue or strengthen a relationship. Employees should use their work provided equipment only for communicating electronically with students. If there are any circumstances in which an employee has had to provide their personal contact details, including phone numbers, email address etc, to any student then they should report this to the DSL in their school.
- 12.2 The Trust's advice to staff is not to connect to students via social media or other communication channels unless this is for professional purposes and that the employee can demonstrate that this is the case.
- 12.3 Our schools are part of the community and we recognise that, as members of the community, employees will encounter students outside of the school. We expect staff to use their professional judgement in such situations and to report to the DSL any contact that they have had with a student, outside of school, that they are concerned about or that could be misinterpreted by others.

- 12.4 Employees should read and understand our relevant policies including the acceptable use policy and those relating to social media use.

13 Photography, Videos and Other Images/Media

Many educational activities involve recording images. These may be undertaken or displays, publicity, to celebrate achievement and to provide records of evidence of the activity. Under no circumstances should employees use their personal equipment to take images of students at or on behalf of the Trust unless with the express permission of the Headteacher

14 Working One to One with Students

There will be times where an employee is working one to one with a student and this is acceptable. Employees need to understand that this means that they may be more vulnerable to allegations being made against them. Therefore, it is important that employees:

- Avoid meeting on a one-to-one basis in secluded areas of the school
- Ensure that the door to the room is open or that there is visual access into the room
- Inform a colleague or line manager of the meeting, preferably beforehand
- Report to their line manager if the student becomes distressed or angry.

15 Curriculum

15.1 Many areas of the curriculum can include or raise subject matter which is sexually explicit or of a political or sensitive nature. Care should be taken to ensure that resource materials cannot be misinterpreted and clearly relate to the learning outcomes identified by the lesson plan. This can be supported by developing ground rules with students to ensure sensitive topics can be discussed in a safe learning environment. This plan should highlight particular areas of risk and sensitivity and care should especially be taken in those areas of the curriculum where usual boundaries or rules are less rigorously applied e.g. Health and Social Care, PSHE, Drama.

15.2 The curriculum can sometimes include or lead to unplanned discussion about subject matter of a sexually explicit, political or otherwise sensitive nature. Responding to children's questions requires careful judgement and employees should take guidance in these circumstances from the DSL.

16 Dress and Appearance

Working in our Academies, employees are role models to our students and how they present themselves is important. Our expectation is that staff are decently, appropriately and professionally dressed in work at all times. We do not permit the wearing of clothes that are revealing, allow underwear to be seen, have offensive logos or writing, or are ripped or torn at any times. If an employee is unsure whether any item of clothing is inappropriate then they should not wear it to work. Employees can always speak to their line manager if they are unsure. Where we identify that an employee is wearing clothing that we do not find acceptable they will be informed.

Any tattoos that are visible at any time, must not be offensive or display an image that is inappropriate to the Trust's corporate image. Any body piercings/jewellery should be subtle and not a potential health and safety risk (eg long dangly earrings that can be pulled by a child). Employees will be asked to cover up any tattoos or take out any body jewellery that is deemed inappropriate for a school setting.

Individual Academies may have a written dress code for employees. Where this is the case, employees will be provided with this in writing and expected to adhere to it.

17 Gifts and Hospitality

For many of our employees there will be a limited opportunity to accept gifts and hospitality, but all staff must be aware that it is not acceptable for staff to accept bribes. Therefore, any gift, promotional offer or hospitality, intended either for the employee or for the school/Trust that exceeds a nominal value of £15.00 must be declared to the Director of Finance & Resources and permission must be obtained before accepting. If an employee is ever unsure, then the best course of action is to politely decline the offer.

It is traditional for students and their parents or carers to give gifts as a small token of appreciation or as a thank you to members of staff at certain times throughout the academic year. This Code of Conduct is not designed to stop that practice. Staff may accept gifts from students and their parents or carers provided that they meet this definition. Any member of staff receiving a gift with a value of greater than £15.00 should inform the School Business Manager. They will then decide whether the gift can be accepted. Staff should make the DSL aware of any student who is giving them gifts on a regular basis, or any student or parent or carer who expects something in return for a gift, as this would not be acceptable.

Staff should not give gifts to students unless this is part of a recognised practice in line with our behaviour policy.

18 Keeping Within the Law

- 18.1 Staff are expected to operate within the law. Unlawful or criminal behaviour, at work or outside work, may lead to disciplinary action, including dismissal, being taken. However, being investigated by the police, receiving a caution or being charged will not automatically mean that an employee's employment is at risk.
- 18.2 Employees must ensure that they:
- 18.2.1 Uphold the law at work
 - 18.2.2 Never commit a crime away from work which could damage public confidence in them or the Trust, or which makes them unsuitable for the work they do. This includes, for example:
 - submitting false or fraudulent claims to public bodies (for example, income support, housing or other benefit claims)
 - breaching copyright on computer software or published documents
 - sexual offences which will render them unfit to work with children or vulnerable adults
 - crimes of dishonesty which render them unfit to hold a position of trust.
 - 18.2.3 Write and tell the Headteacher (Chair of Governors if they are the Headteacher) immediately if they are questioned by the police, charged with, or convicted of, any crime whilst they are employed at the Trust (this includes outside of their working hours). The Headteacher and/or governors will then need to consider whether this charge or conviction damages public confidence in the Trust or makes the employee unsuitable to carry out their duties.

19 Conduct Outside of Work and at Work Related Functions

- 19.1 Unlike some other forms of employment, working at our Trust means that an employee's conduct outside of work could have an impact on their role.
- 19.2 Staff must not engage in conduct outside work which could seriously damage the reputation and standing of the Trust or the employee's own reputation or the reputation of other members of the Trust community. Employees should be aware that any conduct that we become aware of that could impact on their role within the school or affect the school/Trust's reputation will be addressed under our disciplinary procedure.
- 19.3 We therefore expect employees to make us aware immediately of any such situations that have happened outside of the school.

- 19.4 Employees are required to demonstrate responsible behaviour at work-related functions and work-related social events that take place outside normal work hours and to act in a way that will not have a detrimental effect on our reputation.

20 Harassment and Discrimination

- 20.1 Employees must behave towards one another with professional courtesy at all times. This includes affording equal opportunity towards all colleagues regardless of gender, race, sexual orientation, age, marriage and civil partnership, religion and belief, disability, gender reassignment, pregnancy and maternity.
- 20.2 The Trust has a Duty of Care to protect all employees from discrimination and harassment and it is therefore appropriate to define unacceptable behaviour through the recipient's experience rather than the perpetrator's motivation

The following examples show the variety of ways in which unacceptable behaviour can occur and are taken from actual cases from a variety of sources.

This list is neither comprehensive nor exclusive; it serves to illustrate a range of potential indicators of Unacceptable Behaviour:

- using aggressive language, threatening, ridiculing, ignoring people or shouting;
- shifting blame to others;
- telephoning people at home unnecessarily (especially demanding work when the person is absent due to sickness or ill health);
- focussing only on weaknesses;
- bringing up details of someone's private life inappropriately;
- leaving impossibly long lists of tasks and making unreasonable demands;
- criticising people in their absence;
- racist comments or jokes, including those about distinctive peoples and nationalities;
- questioning an individual about his/her sexual relationship/preferences;
- frequent comments about aspects of physical appearance or using forms of address that are demeaning;
- repeated staring or leering or suggestive looks at parts of the body;

- physical contact ranging from unwanted touching of any kind through to assault or rape; making unwanted sexual advances;
- unwanted or malicious communications to a colleague including via text, email and/or social media where the recipient does not want to receive such communication
- the use of pin-ups, posters or electronic display, e.g. pornographic pictures, objectionable cartoons;
- comments about or the excluding of a colleague from workplace talk or activities because they are younger, older, disabled, dark, black, oriental, gay or lesbian;
- threatening or implying that you will cause the person to lose their job or fail to get a promotion or suffer some other form of career difficulty or financial disadvantage;
- using language and/or gestures in such a way that someone fears for their personal safety;
- coercing someone to join the harassment/bullying of another person

21 Review

This Code of Conduct is reviewed and amended every three years by the Trust. We will monitor the application and outcomes of this code of conduct to ensure it is working effectively.