



ATHENA
LEARNING TRUST

Staff Code of conduct

Review

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Aim

The Trust expects all pupils to receive high-quality teaching and learning in a positive and respectful environment.

Staff in the Trust should ensure that their own behaviour, and the manner in which they conduct themselves with colleagues, pupils, parents and other stakeholders, sets a positive and professional example for pupils.

We recognise that the majority of staff members act appropriately and treat each other with dignity and respect; however, we consider it important to clarify the expected standards.

This policy forms part of a staff member's contract of employment and failure to comply with it, along with the associated Trust policies, may result in disciplinary action being taken, including legal action where this is warranted.

This document applies to staff members who are:

- Employed by the Trust, including the Principal and volunteers.
- Employed in units or bases that are attached to the schools within the Trust.

This document does not apply to:

- Employees of external contractors and providers of services, (such employees are covered by the relevant Code of Conduct of their employing body). Any such third-party employee who does not meet the expectations set out within this Code of Conduct may be denied access to a Trust property or to academy pupils/students.
- Trustees or Governors (who are covered by a separate Code of Conduct).

In addition to this document, all staff employed under Teachers' Terms and Conditions of Employment have a statutory obligation to adhere to the 'Teachers' Standards 2012' and, in relation to this policy, Part 2 of the Teachers' Standards - Personal and Professional Conduct.

This document should be read in conjunction with:

- Finance policy
- Whistleblowing policy
- Safeguarding policy
- ICT – acceptable user policy
- Health and safety policy

Whilst we expect that staff will meet these expectations due to their own professionalism and the commitment to the young people whose education we are responsible for, staff should be aware that a failure to comply with the Code of Conduct could result in disciplinary action.

1. Safeguarding pupils

In accordance with 'Keeping children safe in education' (KCSIE), staff members have a responsibility to safeguard pupils, and protect and promote their welfare at all times.

Staff members have a responsibility to ensure that they provide a learning environment in which pupils feel safe, secure and respected.

To effectively safeguard pupils, staff members are required to follow the procedures outlined in this Staff Code of Conduct and the Child Protection and Safeguarding Policy, ensuring that they do not act in a way that may put pupils at risk of harm, or lead others to question their actions.

In accordance with the Trust's Child Protection and Safeguarding Policy, staff members will be prepared to identify pupils who may be subject to, or at risk of, various types of abuse and neglect, including, but not limited to, the following:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Peer-on-peer abuse
- Serious violence
- FGM
- Child sexual exploitation (CSE)
- Child criminal exploitation (CCE)
- Bullying; this includes cyberbullying, and prejudice-based and discriminatory bullying

Copies of policies and a copy of Part one (or, where appropriate Annex A for staff members not working directly with children) of KCSIE will be provided to staff at induction. Staff will have a clear understanding of the Trust's policies and procedures with regards to safeguarding issues, e.g. abuse, and the important role they play in preventing harm against pupils.

In accordance with the Trust's Child Protection and Safeguarding Policy, staff will also be aware of the factors that could increase a pupil's risk of being subject to safeguarding issues, including but not limited to:

- Pupils who need a social worker (Child in Need and Child Protection Plans).
- Pupils requiring mental health support.
- LAC and previously LAC.
- Pupils with SEND.
- Identify as or are perceived to be LBGTQ+
- Pupils with mental health needs.
- Pupils who have a family member in prison, or who are affected by parental offending.
- Pupils that are frequently absent or permanently excluded from school.

If a staff member identifies a pupil who is subject to, or at risk of, abuse and neglect, they will follow the necessary reporting and referral procedures outlined in the Child Protection and Safeguarding Policy. Staff will be aware of the procedures to follow if a pupil tells them they are experiencing abuse, exploitation or neglect.

In all cases, if a staff member feels unsure as to whether an incident or pupil would be classed as a safeguarding concern, they will speak directly to the DSL. Staff will not assume a colleague will take action and share information that might be critical in keeping children safe.

Staff will understand that even if there are no reports of peer-on-peer abuse in the school, this does not mean it is not happening. Staff will report any concerns regarding any form of abuse to the DSL without undue delay. Staff will understand the importance of challenging inappropriate behaviours between peers that are abusive in nature.

Any staff member that has concerns about another staff member (including volunteers and supply staff) actions or intent, or believes these actions may lead to a pupil being put at risk of harm, will report this in line with the Allegations of Abuse Against Staff Policy or Whistleblowing Policy immediately so appropriate action can be taken.

Upskirting is not tolerated by the Trust and any incidents of upskirting must be reported to the DSL who will decide on the next steps to take, which may include involving the police.

If a staff member feels unable to raise an issue with the school or Trust, they can use the Trust whistleblowing policy. Fear about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare of pupils.

If the concern is regarding the Principal, staff will report this to the CEO.

Staff will partake in the appropriate safeguarding and child protection training, which will include online safety; additionally, staff will receive regular safeguarding and child protection updates at least annually.

All staff are required to wear the designated coloured Trust lanyard displaying an authorised photo ID at all times around the relevant site.

Staff will recognise that, when teaching pupils about safeguarding and online safety, a one-size-fits-all approach may not be appropriate for every pupil, and a more personalised or contextualised approach may be needed for pupils who are vulnerable, victims of abuse and/or have SEND.

Staff will be aware of their local early help process and understand their role in it. Staff will also be aware of the process for making referrals to children's social care service (CSCS) and for statutory assessments under the Children Act 1989, along with the role they may be expected to play in such assessments.

Staff will reassure victims that they are being taken seriously and that they will be supported and kept safe by the school and Trust. Staff will never give the impression that pupils are creating a problem by reporting abuse, sexual violence or sexual harassment, nor should a pupil ever be made to feel ashamed for reporting an incident.

Staff will be aware that confidentiality must never be promised to a pupil – staff will understand the procedure for if a pupil discloses a potential safeguarding issue, in accordance with the Trust's Child Protection and Safeguarding Policy.

Staff will be aware of the school and Trust's legal duty to refer anyone who has harmed, or poses a risk of harm to, a child or vulnerable adult to the DBS – this includes where:

- The harm test is satisfied in respect of that individual.
- The individual has received a caution or conviction for a relevant offence, or if there is reason to believe that the individual has committed a listed relevant offence.
- The individual has been removed from working in regulated activity or would have been removed if they had not left their post.

2. Appearance and dress

The Trust expects that staff members will:

- Ensure that their appearance is clean and neat when at work or representing the Trust.
- Dress in a manner that is appropriate to their role – the school and Trust will make reasonable adjustments to support those with disabilities, medical conditions, and religious and cultural beliefs.
- Remember that they are role models for pupils, and that their dress and appearance should reflect this.
- Not dress in a way that would cause embarrassment or offence to pupils, parents, colleagues or other stakeholders.
- As far as is practicable, cover any tattoos or body art whilst in school, no images should be displayed that would cause embarrassment or offence to pupils, parents, colleagues or other stakeholders.
- Ensure earrings, jewellery, piercings are safe and appropriate for the working environment or removed or covered to ensure due regard to appropriateness and safety.
- Read and adhere to the Safe Working Practices and have a responsibility to ensure the health, safety and welfare of themselves and others. For example, using suitable PPE, ensuring they do not wear open toe shoes etc. Please refer to the Trust Health & Safety Policy or seek professional body advice if necessary.

3. Attendance

The Trust expects that staff members will:

- Attend work in accordance with their contract of employment and associated terms and conditions in relation to hours, days of work and holidays.
- Make routine medical and dental appointments outside of their working hours or during holidays where possible.
- Refer to the Trust's Staff Leave of Absence Policy if they need time off for any reason other than personal illness.
- Follow the Trust's absence reporting procedure when they are absent from work due to illness or injury.

4. Professional behaviour and conduct

Staff members are expected to treat other colleagues, pupils, parents, and external contacts with dignity and respect. They are expected to set examples of behaviour and conduct which can be copied by pupils/students.

The use of foul and abusive language will not be tolerated. Discrimination, bullying, harassment or intimidation, including physical, sexual and verbal abuse, will not be tolerated.

Staff members will not misuse or misrepresent their position, qualifications or experience, or bring the school or Trust into disrepute.

Staff members will inform the Principal if they are subject to a criminal conviction, caution, ban, police enquiry, investigation or pending prosecution.

Staff will be aware that professional behaviour and conduct is expected to be extended to extra-curricular trips and visits. Staff attending a trip or visit will act in accordance with this Code of conduct.

Staff should be aware that by working for the school and Trust, they will be viewed as occupying a position of trust in relation to pupils and particularly young people. This is not a relationship between equals and staff have a responsibility to ensure that this unequal balance of power is not used for personal advantage or gratification. Accordingly, staff should not use their position to intimidate, bully, humiliate, threaten, coerce or undermine young people and they should not use their status to form or promote inappropriate relationships (see section 9).

Staff must help create a positive working environment and behave in a manner which ensures and promotes acceptable behaviour.

Staff must strive toward and promote harmonious and professional relationships with all colleagues. It is understood that, at times, differences of opinions can occur and at such times it is expected that staff members will attempt to resolve matters informally in the first instance unless they feel unable to do so, in which case they should refer the matter to their line manager.

Staff must not discriminate, harass or victimise someone because they have, or are perceived to have, a protected characteristic as defined by the Equality Act 2010 or are associated with someone who has a protected characteristic. Protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and Truaternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Staff will act appropriately in terms of the views they express (in particular political views) and the use of school resources at all times and will not use school resources for party political purposes.

5. Conduct outside of work

Staff may undertake work outside school, either paid or voluntary, provided that it does not conflict with the interests of the school. The nature of the work cannot be seen to bring the school into disrepute, nor be at a level which may contravene the working time regulations or affect an individual's work performance.

Staff will not engage in conduct outside work which could seriously damage the reputation and standing of the school or Trust, the member of staff's own reputation, or the reputation of other members of the Trust community. In particular, criminal offences that involve violence, possession or use of illegal drugs, or sexual misconduct are unacceptable.

Staff will not engage in inappropriate use of social network sites which may bring themselves, the school, school community or Trust into disrepute. This is explored further in the [Acceptable use of technology](#) section of this policy.

6. Smoking, alcohol and other substances

Staff will not smoke on, or within or around the school premises and whenever in the sight of pupils, parents or visitors.

Staff will not smoke whilst working with or supervising pupils off-site, such as when on educational visits and trips.

Staff will not consume alcohol whilst on, within or around the school premises

Alcohol is not permitted on school trips. Staff must not either consume, purchase or have in their possession any alcohol whilst travelling or participating in any way on any school related trip or activity. Any breach would be considered a serious disciplinary matter.

The taking of illegal drugs or alcohol during working hours is unacceptable, will not be tolerated and would be considered a serious disciplinary matter. Staff members must never attend work under the influence of alcohol or illegal drugs.

If alcohol or drug usage impacts on a staff member's performance, the Trust has the right to discuss the matter with the member of staff and take appropriate action in accordance with the Trust's disciplinary procedures, including referral to the police.

7. Health and safety

Staff will:

- Be familiar with, and adhere to, the Trust's Health and Safety Policy and ensure that they take every action to keep themselves and everyone in the school environment safe and well.
- Comply with health and safety regulations and use any safety equipment and protective clothing which is supplied to them.
- Comply with accident reporting requirements and any hygiene related requirements.
- Inform the Principal of any paid work which is undertaken elsewhere, for compliance with The Working Time Regulations 1998 (as amended).

8. Declaration of interests

Staff are required to declare their interests, both personal and financial, where the group or organisation they are affiliated with could be considered to be in conflict with the ethos of the school or Trust.

For the purposes of this policy, a financial conflict of interest is one where there is, or appears to be, opportunity for personal financial gain, financial gain for close relatives or friends, or where it may be reasonable for a third party to take the view that financial benefits may affect an individual's actions.

The term 'financial interest' means anything of monetary value, including the following:

- Payments for services
- Equity interests

- Intellectual property rights
- Hospitality or gifts

Examples of financial interests that must be declared include, but are not limited to, equity interests in services considered for use by the school or Trust.

Non-financial conflicts of interest can also come into conflict, or be perceived to come into conflict, with an individual's obligations or commitments to the school. These interests may include any benefit or advantage including, but not limited to, direct or indirect enhancement of an individual's career or gain for immediate family or someone with whom the individual has a close relationship. Membership to a trade union or staff representative group does not need to be declared.

Examples of situations that could give rise to non-financial conflicts of interest include:

- Pressure or temptation to accept gifts, inducements or hospitality
- Participating in the appointment, hiring, promotion, supervision or evaluation of a person with whom the individual has a close personal relationship
- Where a member of staff has or develops a close personal relationship with a colleague

Staff will also carefully consider whether they need to declare their relationship with any individual where this might cause a conflict with school and Trust activities. Failure to make a relevant declaration of interest is a serious breach of Trust and, therefore, if staff are in doubt about a declaration, they are advised to contact the school or trade union.

All declarations, including nil returns, will be submitted in writing to the Principal for inclusion on the Register of Business Interests.

9. Relationships with pupils

The Trust expects that staff will:

- Maintain professional boundaries and relationships with pupils at all times, and will consider whether their actions are warranted, proportionate, safe and necessary.
- Act in an open and transparent way that would not lead to others questioning their actions.
- Ensure that they do not establish social contact with pupils for the purpose of securing a friendship, or to pursue or strengthen a relationship.
- Ensure that they do not develop personal or sexual relationships with pupils: this includes sexual remarks and discussing their own sexual relationships with, or in the presence of, pupils.
- Only contact pupils via the school's established mechanisms: personal phone numbers, email addresses or social media platforms will not be used to contact pupils.

Under the Sexual Offences Act 2003, it is an offence for a person aged 18 or over to have a sexual relationship with a child under 18 where that person is in a position of trust in respect to that child, even if the relationship is consensual.

10. Physical contact with pupils

The Trust understands that there are circumstances in which it is entirely necessary for staff to have physical contact with pupils, e.g. when applying first aid and assisting with intimate care, but staff will only do so in a professional and appropriate manner in line with relevant school and Trust policies.

When physical contact is made with pupils, it is imperative that it is conducted in a way which is responsive to the pupil's needs, is of limited duration and is appropriate to their age, stage of development, gender, ethnicity and background.

Staff will seek the pupil's permission, where possible, before initiating contact. Staff will always use their professional judgement when determining what physical contact is appropriate, as this may differ between pupils. As such, the pupil's feelings and wishes will always be taken into account. Staff will never touch a pupil in a way which is indecent and will always be prepared to explain their actions. Staff will be aware that even well-intentioned physical contact may be misconstrued by a pupil, an observer or by anyone to whom this action is described and, therefore, will be prepared to justify their actions.

Staff will not engage in rough play, tickling or play fights with pupils. Extra caution will be taken where it is known that a pupil has previously suffered from abuse or neglect.

Physical contact will never be secretive; if a member of staff believes an action could be misinterpreted, this will be reported to the Principal, or the chair of governors if the concern is about the Principal, and appropriate procedures will be followed.

Where it is necessary in PE classes for teachers to demonstrate use of equipment, this will be conducted with another member of staff if possible. If a pupil is required to participate, their consent will be given before doing so.

If a child is in distress and in need of comfort as reassurance, staff may use age-appropriate physical contact, such as placing their hand on the pupil's shoulder. Staff will remain self-aware of their actions at all times and ensure that their contact is not threatening, intrusive or subject to misinterpretation.

Staff may also use reasonable force as a means of physical contact with pupils for restraint purposes, such instances will always be in accordance with the Trust's behaviour policy.

11. Showering and changing

Pupils are entitled to respect and privacy whilst they are changing, e.g. before and after PE; however, a level of supervision is required to ensure that pupils are safe, and that they are not subjected to bullying.

The supervision will be appropriate to the needs and ages of the pupils, and sensitive to the potential for embarrassment. Staff will announce their intention of entering the changing room to allow pupils to maintain their privacy and will only remain in the changing room for as long as is necessary. Staff will never change or shower in the same area as pupils.

12. Transporting pupils

When it is necessary to transport pupils off-site, staff will ensure that the transport arrangements of the vehicle meet all legal requirements, they have an appropriate licence and the vehicle is roadworthy, has a valid MOT certificate and is insured.

Staff will gain consent from parents before transporting pupils and will be aware that the welfare of all pupils in the vehicle is their responsibility. Two or more staff will be present in the vehicle to avoid any discrepancy regarding safeguarding concerns.

13. Relationships between members of staff

Where relationships occur between members of staff, it is in their interests and the interests of the school and Trust to ensure they deal appropriately with potential conflicts of interest or possible disruption to working arrangements with colleagues or pupils. Broadly, members of staff should not engage in any behaviour which is likely to bring the school or Trust into disrepute or have a serious adverse effect on peer activities, student tuition, pastoral tutors, or other aspects of school life.

Some types of activity could be actionable within the Trust's Disciplinary Procedure. It is also conceivable that peers or subordinates could implement the Grievance Procedure against individual members of staff, if they felt disadvantaged by the consequences of inappropriate behaviour. To ensure transparency and openness, staff are encouraged to speak to the Principal or a suitable line manager if they feel there could be a potential conflict of interest or change to working arrangements.

14. Financial inducements

Staff members will:

- Familiarise themselves and comply with the school's financial regulations.
- Declare to the Principal,
- in writing, any gifts received, with the exception of:
 - Low cost, functional items suitable for business rather than personal use and displaying the supplier's logo – these items may be accepted.
 - Non-excessive gifts offered by parents or pupils to school staff to express their gratitude, but staff members should always refuse monetary gifts.
 - Hospitality in the form of meals and drinks where it is part of a normal business meeting.
 - business meals and social functions in connection with the school or Trust's business, which shall be at the school's expense.

- Not accept a personal gift, payment, or other incentive from a business contact – any such gifts should be returned.
- Declare any gift that cannot be returned to the Principal, who will decide how it will be used.
- Only accept offers to specific events after authorisation from the governing board.

Personal gifts from individual staff to students are inappropriate and could be misinterpreted.

15. Acceptable use of technology

Staff will adhere to the procedures outlined in the Trust's Online Safety Policy and Employee ICT Acceptable Use Policy at all times.

Staff will be aware of how the use of technology can impact safeguarding and wellbeing issues, e.g. online abuse. Staff will be vigilant to ensure their own behaviour is respectful and that pupils are using technology appropriately while under their care.

Staff are required to employ the highest security settings on any personal profiles they may have.

Staff will not engage in inappropriate use of social networking sites including contacting pupils or their family members, accepting or inviting friend requests from pupils or their family members, or following pupils or their family members on social media.

The school understands that some staff members are also parents of pupils at the school and, therefore, may wish to contact other parents. When doing so, staff will exercise their professional judgement and will not contact family members on social media if this would lead to a conflict of interest.

Staff will remain mindful of their use of social media and their web-based presence including written content, videos or photographs, and views expressed directly or indirectly which may bring themselves, the school or the school community into disrepute.

16. Premises, equipment and communication

Trust equipment and systems are available only for school-related activities and will not be used for the fulfilment of another job or for personal use, unless specifically authorised by the Principal.

Illegal, inappropriate or unacceptable use of Trust equipment or communication systems may result in disciplinary action and, in serious cases, could lead to dismissal.

Staff receiving inappropriate communication or material, or who are unsure about whether something they propose to do might breach this policy, should seek advice from the Principal.

The Trust reserves the right to monitor emails, phone calls, internet activity or document production on school-owned equipment, principally in order to avoid offensive or nuisance activity and to protect systems from viruses, but also to ensure proper and effective use of systems.

Communication systems may be accessed when the school suspects that the staff member has been misusing systems or facilities, or for the investigation of suspected fraud or other irregularity. Access will be secured by the systems manager, only with the permission of the governing board.

Passwords should not be shared and access to computer systems must be kept confidential except on the express request of the Principal or systems manager. Breaches of this confidentiality may be subject to disciplinary action.

Confidential Trust information must not be stored on unencrypted or personal devices, including memory sticks, hard drives or personal computers. For further guidance, please speak to the ICT Manager and refer to the Data Handling Policy.

Trust equipment that is used outside the premises, e.g. laptops, will be returned to the school when the member of staff leaves employment or if requested to do so by the Principal.

17. Photography and videos

Photographs and videos will only be taken using Trust equipment – using personal mobile phones for this purpose is prohibited, in accordance with local school guidance.

Consent for taking photographs will be obtained from parents, or the pupil themselves, if they are deemed old enough and able to make the decision for themselves.

The age of consent that is legislated is 13 and above; however, this is only applicable for online services provided directly to children. For everything else, an appropriate age of consent is considered on a case-by-case basis by the DPO, Principal and a pupil's parents (where appropriate).

Pupils who have not provided consent, either personally or via their parents, to have their photograph taken or be filmed will have their wishes respected, in line with the Photography Policy.

The Principal will be notified of the proposed use of the imagery or video and the equipment and ensure that the use of such is included in lesson plans where this is necessary.

All photographs and videos will be available for scrutiny, and staff will be prepared to justify the images or footage taken.

Careful consideration will always be given to the activities which are being filmed or photographed, to ensure that images or videos are not indecent and cannot be misused.

18. Data protection and confidentiality

Regarding personal and sensitive data, staff members are required, under the UK GDPR and the Data Protection Act 2018, to:

- Consider the legal basis for collecting the data, ensuring that this is documented.
- Ensure that the data is stored on a UK GDPR-compliant server, and that the data is not held for any longer than necessary.
- Securely dispose of the data when the relevant retention period ends.

Staff members will not disclose sensitive information about the school, its staff or the LA to other parties.

The only exception whereby it is acceptable for a staff member to disclose information that would otherwise be considered confidential is when the confidential information gives rise to concerns about the safety or welfare of a pupil.

Staff members have the right to request access to data that is held about them. Such requests will be made to the Principal in writing in accordance with the school's Data Protection Policy.

19. Probity of records

The deliberate falsification of documents, such as references, academic qualifications or legal documents, is unacceptable. Where a staff member falsifies records or other documents, including those held electronically, this will be regarded as a serious disciplinary matter and potentially a criminal offence.

20. Contacts

Staff will not use school business contacts for acquiring materials or services at trade/discount prices for non-school activities, unless participating in concessionary schemes arranged by trade unions or other such groups.

21. Disciplinary Action

All staff need to recognise that failure to meet these standards of behaviour and conduct may result in disciplinary action, including dismissal.

All staff will be asked to confirm that this document has been read and understood each academic year.