



## Code of Conduct

V1.4

This document applies to all academies and operations of Cambrian Learning Trust.

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## Aims, Scope and Principles

1. The Trust is committed to living out its values of support, challenge, collaborate.
2. This code of conduct aims to set and maintain standards of conduct that we expect all employees to follow and is designed to provide guidance about what is expected in your work and in your dealings with colleagues, pupils, parents and the public.
3. Where the Trust has a policy that provides more detail on specific issues, the name of the policy is provided in italics at the end of a section. Policies can be found on the Trust/ Schools website, Edupay document store and SharePoint resource area.
4. By creating this code, we aim to ensure our workplaces are environments where everyone is safe, happy and treated with respect.
5. This code covers all employees under a contract of employment with the Trust and includes permanent, temporary, part-time, casual and agency staff.
6. Our employees have an influential position in the Trust and will act as role models for pupils by consistently demonstrating high standards of behaviour.
7. Many of the principles in this code of conduct are based on the Teachers' Standards. We expect that all teachers will act in accordance with the personal and professional behaviours set out in the Teachers' Standards.
8. We expect all staff, governors, directors and volunteers to also act with personal and professional integrity, respecting the safety and wellbeing of others.
9. Failure to follow the code of conduct may result in disciplinary action being taken, as set out in our staff disciplinary procedures.
10. Please note that this code of conduct is not exhaustive. If situations arise that are not covered by this code, employees will use their professional judgement and act in the best interests of the Trust and its pupils.

## Legislation and Guidance

11. In line with the statutory safeguarding guidance '[Keeping Children Safe in Education](#)', we should have a staff code of conduct, which should cover acceptable use of technologies, staff/pupil relationships and communications, including the use of social media.

## General Obligations

What does the Trust expect from you?

### 12. In summary, you are required to:

- Work in accordance with the terms and conditions of your contract of employment and job description.
- Understand and apply the Trusts rules, policies and procedures, vision and values.
- Maintain high standards in your attendance and punctuality and attend work in a condition where you are able to carry out your duties safely and effectively.
- Act honestly.
- Act with dignity and treat all others with dignity and respect and show tolerance and respect for the rights of others.
- Not undermine fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Express personal beliefs in a way that will not overly influence pupils, and will not exploit pupils' vulnerability or might lead them to break the law.
- Understand the statutory frameworks they must act within.
- If you are a teacher, adhere to the Teachers' Standards

## Safeguarding

13. The Trust expects staff to embed a culture of openness, trust and transparency in line with the Trusts values, KCSIE and the Safeguarding and Child Protection Policy.
14. All adults working in or on behalf of the Trust must be clear about professional boundaries and act within these boundaries, and in accordance with the ethos and values of the Trust.
15. Staff have a duty to safeguard pupils from harm, and to report any concerns they have. This includes physical, emotional and sexual abuse, or neglect.
16. Staff will familiarise themselves with the appropriate Safeguarding and Child Protection Policy for the setting(s), at which they are based and ensure they are aware of the processes to follow if they have concerns about a child.

17. The duty to safeguard pupils from harm means **all concerns** about adults (including allegations that do not meet the harms threshold are shared responsibly and with the right person, recorded and dealt with appropriately.

## Low-level Concerns about Members of Staff

18. A low-level concern is a behaviour towards a child by a member of staff that does not meet the harms threshold, 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 one-to-one activities where they can't easily be seen
  - Using inappropriate language
19. Low-level concerns can include inappropriate conduct inside and outside of work.
20. 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.
21. All reports will be handled in a responsive, sensitive and proportionate way.
22. Unprofessional behaviour will be addressed, and the staff member supported to correct it, at an early stage.
23. This creates and embeds a culture of openness, trust and transparency in which our values and expected behaviour are constantly lived, monitored and reinforced by all staff, while minimising the risk of abuse.
24. Reporting and responding to low-level concerns is covered in more detail in our child protection and safeguarding policy. Staff will familiarise themselves with our Safeguarding and Child Protection Policy and the prevent initiative described therein, and ensure that are aware of the processes to follow if they have concerns about a child.

## Identification Badge

25. You must visibly display your Identification Badge at all times and you are required to challenge anyone without either an Employee ID or Visitor's Badge. You must not allow any individual not displaying an ID Badge to follow ("tailgate") you into or onto any Trust premises. If you come to work without your badge, you must report to the appropriate school office, or central office for central staff, and use a temporary replacement. If you lose your ID Badge, you must report it immediately to your manager.

## Staff/Pupil Relationships

26. 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.
27. If staff members and pupils must spend time on a one-to-one basis, staff will ensure 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
28. Staff should avoid contact with pupils outside of school hours if possible.
29. Personal contact details should not be exchanged between staff and pupils. This includes social media profiles.
30. While we are aware many pupils and their parents may wish to give gifts to staff, for example, at the end of the school year, gifts from staff to pupils are not acceptable.
31. If a staff member is concerned at any point that an interaction between themselves and a pupil may be misinterpreted, this should be reported to their line manager or the Headteacher.
32. See section below on Honesty and integrity.

## Guidelines on Safeguarding both Pupils and Staff During Remote Learning

33. Keeping pupils, students and teachers safe during remote education is essential.
34. Staff delivering remote education online should be aware that all of the principles set out in this code will apply to delivering remote education.

## Communication and Social Media

35. 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.
36. Staff should consider using a first and middle name instead and set public profiles to private.
37. Staff should not attempt to contact pupils or their parents via social media, 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' social media profiles.
38. Staff will ensure that they do not post any images online that identify children who are pupils at the school without their consent.
39. You must not allow your professional and personal use of social media sites to become blurred; you need to be mindful of your duties not to:
  - Breach safeguarding;
  - Take part in any political or public activity, which compromises or might be seen to compromise your impartial service to the Trust and its stakeholders;
  - Make derogatory comments about the Trust, its policies or procedures; or
  - Make derogatory comments about other employees, directors, governors or stakeholder.

Once you have posted items, it is exceedingly difficult to remove them, great care must be taken before you press the submit button. If you have any concerns consult your line manager for advice or authorisation.

40. It is important that you are aware that submitting any content to social media sites, whether in a personal or professional capacity, that is derogatory or inappropriate may result in disciplinary action taken against you.
41. Staff should be aware of the Trust's policies and procedures regarding ICT acceptable use and e-safety.

## Acceptable Use of Technology

42. Staff will not use technology in 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.
43. Staff will not use personal mobile phones and laptops, or school equipment for personal use, in school hours or in front of pupils. They will also not use personal mobile phones or cameras to take pictures of pupils.
44. We have the right to monitor emails and internet use on the school IT system.

## Confidentiality

45. 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.
46. This information will 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; or
  - Used for a purpose other than what it was collected and intended for.
47. This does not overrule staff'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.



## Honesty and Integrity

48. Employees should maintain high standards of honesty and integrity in their role. This includes when dealing with pupils, handling money, claiming expenses and using property and facilities. All employees have a duty to abide by the highest standards of probity in dealing with financial issues. You should assist the Trust in discharging its obligations to follow proper accounting practices and to secure best value.
49. Employees will ensure that all information given to the school about their background information (including any past or current investigations / cautions related to conduct outside of school), qualifications and professional experience is correct.
50. Where there are any updates to the information provided to the school/Trust the member of staff will advise the school as soon as reasonably practicable. Consideration will be given to the nature and circumstances of the matter and whether this may have an impact on the member of staff's employment.
51. Employees will not accept bribes.
52. The Trust operates a robust Gifts and Hospitality Policy which staff must follow.
53. In any event, you should never invite or encourage a gift or hospitality.

## Dress Code

54. Employees will dress in a professional, appropriate manner. Clothes will not display any offensive or political slogans and outfits will not be overly revealing.
55. We ask that tattoos and body piercings, with the exception of earrings are covered up. If it is not possible to cover a tattoo, then visible tattoos are allowed as long as they are "unobtrusive and inoffensive". If it is not possible to cover a tattoo, then discuss with your line manager, as tattoos are not acceptable if they are offensive, obscene, racist or undermine your role.

## Conduct Outside of Work

56. Employees will not act in a way that would bring the Trust, or the teaching profession into disrepute. This covers relevant criminal offences, such as violence or sexual misconduct, as well as negative comments about staff, the

Trust or its schools on social media.

57. Any social event organised by the employer is automatically an 'extension of the workplace', regardless of the time or place of the event. All of the Trust's policies will remain in place, including the Dignity at Work Policy. Any unacceptable behaviour or improper conduct will not be accepted and any such behaviour will be treated as a disciplinary matter.
58. Under health and safety laws, all employees have a general duty to take reasonable care of their own health and safety. They also have the same duty to others who may be affected by their acts or omissions.

## Links with Other Duties, Regulations and Policies

### Workplace Behaviour and Personal Conduct

59. You should treat colleagues and members of the public with dignity and respect. See the *Dignity and Respect at Work Policy*.

### Grievances

60. If you have a concern or grievance in relation to certain aspects of your employment, then you can use the *Staff Grievance Policy*.

### Reporting Absence

61. If you are unable to attend work for any reason, you must follow the absence reporting process as outlined in the *Managing Sickness Absence Policy*.

### Misconduct

62. This Code of Conduct guides and assists employees acting in good faith. If, in your decisions, actions or conduct you wilfully fail to comply with the standards outlined in the Code of Conduct, you will be guilty of misconduct and are likely to fall subject to disciplinary action, which could include dismissal. See *Disciplinary Policy*.

### Confidentiality

63. 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. This information will never be disclosed to anyone without the relevant authority, or used for a purpose other than what it was collected and intended for. See *Data Protection Policy, Data Protection Privacy Notice for Staff, Data Protection Privacy Notice for pupils, parents and carers, Data Protection Photograph Policy.*

## Alcohol and Drugs

64. You must not consume alcohol, use illicit drugs or other illegal substances while at work. You must also ensure that the use of any of them does not adversely affect the work performance and safety of yourself or others, and does not bring the Trust into disrepute. See *Drugs and Alcohol Policy.*
65. Similarly, if you are taking legally prescribed or over-the-counter drugs, you must ensure that their use does not adversely affect your work performance and the safety of yourself and others. See *Health and Safety Policies.*
66. If you are a supervisor or manager, you will need to consider the options available for assisting employees who are required to take legally prescribed drugs and whose level of performance has been impaired. In these circumstances, a risk assessment should be undertaken with the assistance of the Trust's Occupational Health service, by contacting the Trust's HR Team.

## Health, Safety and Wellbeing

67. All employees have a personal and legal responsibility under the Health and Safety at Work Act 1974 for themselves, colleagues and visitors to the Trust buildings and premises. These responsibilities are identified in the Trust's *Health and Safety Policy.*
68. In summary, the policy states that you must look after the health and safety of yourself and others who may be affected by your actions or failure to carry out certain actions at work. In addition, you must co-operate with your manager, attend training sessions, carry out reasonable instructions.

## Equality and Human Rights

69. There is a clear obligation on you to ensure that any action you take falls within the Equality and Human Rights framework, and is a proportionate response to the objectives you are seeking to achieve. You will ensure that all have a fair access to services and have due regard to our *Equality Policy.*

## Secondary Employment

70. It is important that you ensure that any additional employment does not conflict with the interests of the Trust or affect your ability and credibility to do your job. The Working Time Regulations were introduced to protect health and safety in the workplace. Employees with multiple jobs may become tired and stress-related illness increases significantly if staff work long hours. Under the Working Time Regulations, you must not work more than 48 hours a week on average. The 48-hour maximum applies to the working time of each worker, irrespective of how many jobs or employers that they have. Therefore, if you consider secondary employment you should discuss the circumstances with your line manager.
71. You must also ensure that the Trusts time and/or resources are not utilised in connection with any approved private employment.

## Trade Unions

72. If you are a workplace representative of a trade union or professional association, you should ensure that when you make public comment, it is clear that comment is made on behalf of the union or association you represent and not the Trust.