



*A school where every child can* 

# Kirk Langley CE Primary School

## Staff Code of Conduct

Version History	
Date	Detail
1.7.2020	Agreed by staff Approved by Governors
Reviewed September 2021	Agreed by staff Approved by Governors
Review Sept 2022	Agreed by staff Approved by Governors
Review Sept 2023	Agreed by staff Approved by Governors
Review Sept 2024	

Kirk Langley is a Church of England Primary School and our family believe that 'Every Child Can Shine.' Our visions and values, built on the living Gospel of Christ within daily life, are at the core of everything we do. They underpin our teaching and learning and provide an environment which prepares our pupils in being respectful, confident, thriving citizens.

*Daniel 12:3*

*'Those who have insight will shine brightly like the brightness of the expanse of heaven, and those who lead the many to righteousness, like the stars forever and ever.'*

We aim to provide a thriving, inspiring and stimulating learning environment where children achieve the very best they are capable of because all the staff value their different learning styles. Kirk Langley Church of England Primary School is committed to Christian values where children, parents/carers and our community know us by our actions.

**Within a Christian ethos we aim to:**

- Promote a positive attitude to life-long learning, nurturing the development of self-esteem; leading to aspirational, independent learners that are prepared to be challenged and take risks in a diverse and ever changing world.
- Provide the children with valuable experiences and opportunities, through a broad, balanced and exciting curriculum, where learning is purposeful and engaging.
- Use a variety of teaching strategies and resources effectively and creatively; encouraging each child to progress and attain to the highest possible standards, in relation to their age and ability.
- Strongly believe in the partnership of parental involvement in the education of our pupils.
- Demonstrate and foster respect for ourselves and others within the school, local community and the global community.
- Respect the belief of others and celebrate cultural diversity.
- Encourage spiritual and moral values.
- Explicitly promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs through a 'living' curriculum.
- Value each child as an individual within the school and respect personal beliefs.
- Demonstrate and foster respect for ourselves and others within the school, local community and the global community.
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- Value each child as an individual within the school and respect personal beliefs.

## Staff Behaviour Policy (Code of Conduct) 2022 - updated

**Governors' Committee Responsible:** Safeguarding Committee

**Governor Lead:** Chair

**Nominated Lead Member of Staff:** Mrs Jayne Stevenson

**Status & Review Cycle:** Statutory Annual

### 1.0 Introduction

- 1.1** This policy sets out clear guidance on the standards of behaviour expected from all staff at Kirk Langley CE (VC) School. The principles underlying the guidance aim to encourage staff to achieve the **highest possible, professional, standards of conduct** and minimise the risk of inappropriate conduct occurring.
- 1.2** School staff are in a unique position of trust and influence as role models for pupils. Therefore, staff must adhere to behaviour that sets a good example to all pupils and parents/carers, within the school and do not seek to undermine the ethos for self-gain.
- 1.3** Staff also have an individual responsibility to maintain their reputation and the reputation of the school, both inside and outside working hours and work setting.  
The School does not concern itself with the private lives of its staff unless they affect its effective operation or its reputation.  
Employees must inform the Headteacher if they have a close personal relationship with another employee or a client or customer of the School that could be considered by colleagues, pupils or others, as impacting on the way they conduct themselves at work.  
All staff, irrespective of job role, should be polite, helpful and professional towards each other. This also has implications for creating social media posts and can, in some unprofessional, instances create a climate whereby staff can be inundated by messages which may at first appear to foster 'good' relationships between staff but create compromise and create a divisive climate.

All staff should seek to be considerate and courteous at all times, even on occasions when there may be differences of opinion or challenge. It is vital the school policies are addressed for staff disagreement and conflict.

- 1.4** This policy applies to all staff and volunteers in the school regardless of their position, role or responsibility. References to 'staff' throughout the policy relate to all of the following groups:

1.4.1 All members of staff including teaching and support staff

1.4.2 Volunteers, including governors

1.4.3 Casual workers

1.4.4 Temporary and supply staff, either from agencies or engaged directly

1.4.5 Student placements, including those undertaking initial teacher training and apprentices.

- 1.5** Kirk Langley CE (VC) Primary School requires that all staff have read and agree to comply with this policy.

- 1.6** Breach or failure to observe this policy will result in action being taken under the school disciplinary procedures including, but not limited to, dismissal.

- 1.7** This code of conduct is not an exhaustive list of acceptable and unacceptable standards of behaviour. In situations where guidance does not exist in this policy staff are expected to exercise their professional judgement and act in the best interests of the pupils and the school.

## **2.0 Professional Behaviour and Conduct**

- 2.1** Staff are expected to demonstrate the highest possible standards of personal and professional conduct and behaviour and consistently act with honesty and integrity. Kirk Langley CE (VC) Primary School expects staff to treat each other, pupils, parents and the wider community with dignity and respect at all times.

- 2.2** Staff must act in accordance with their duty of care to pupils and ensure that the safety and welfare of pupils are accorded the highest priority.

- 2.3** Staff should show fairness in their treatment of children and avoid behaviours such as embarrassing or humiliating pupils, making jokes at the expense of pupils, discriminating against or favouring pupils and **sarcasm**. (Wit heals ;sarcasm hurts – rimmed with wit might diffuse a tense moment.

*'We never know how it's landing with a pupil,, so it's always better to err on the side of what it's best for pupil, and what is best for pupils is genuine communication with them from the heart and not from a place of sarcasm. That doesn't mean that we can't be having fun with our students or being witty, but there's a difference between wit and sarcasm. Wit doesn't necessarily intend to harm, whereas sarcasm always has that intention behind it on some level even if it's not malicious on some level. So, to be safe I would say no sarcasm in the classroom.'* (Education Consultant Grace Dearborn).

- 2.4** Staff must have regard for the ethos and values of the school and must not do or say anything which may bring the school or governing body into disrepute. Care should be taken by staff to avoid any conflict of interest between activities undertaken outside school and responsibilities within school. Staff should act in accordance with the school's policies and procedures at all times.
- 2.5** Work-life balance, mental health and well-being can be unintentionally affected due to the ever-increasing channels of communication.  
*'A recent study by William Becker found that, even when not bringing work home, the 'mere expectation of availability increases strain for employees and their significant others. The advice often given to teachers in the classroom is to have good routines, clear expectations and boundaries. This advice should apply to emails, phone calls and text messages and be adopted by all in schools.'*
- 2.6** All work related communication will be made via the sender's school email address to the recipients school email address. The Headteacher is copied in. An acknowledgement is protocol. Work related content, via school email, should be sent within an agreed time frame to protect work-life balance. We must recognise that if an email has been sent it will be opened during the school day or at the discretion of the recipient.  
Any school related communication, across a weekend, should be avoided but if planning and resource material have to be made available this should be sent at a time convenient to all involved.  
At Kirk Langley C of E Primary we believe sharing planning, marking and feedback is best done within the school setting to provide staff with positive family time and support work life balance.
- 2.7** All staff are subject leaders and will need to monitor and evaluate their subject area/s. Making requests should give staff at least two weeks' notice and a copy of the memo given/sent to the Headteacher. Any polite reminders should be via a school email for transparency.

### **3.0 Dress and Appearance**

- 3.1** Kirk Langley CE (VC) Primary School recognise that dress and appearance are matters of personal choice and self-expression. However, all staff must dress in a manner that is appropriate to a professional role and that promotes a professional image.
- 3.2** Staff should dress in a manner that is not offensive, revealing or sexually provocative and in a manner that is absent from political or contentious slogans.
- 3.3** Staff should dress safely and appropriately for the tasks they undertake.
- 3.4** Tattoos and body art should be covered while staff are in school. Discreet earrings are acceptable but all other body piercings should be removed while on school premises.

## **4.0 Smoking, alcohol and other substances**

- 4.1** Kirk Langley CE (VC) Primary School is a non-smoking site. Staff must not smoke on school premises or outside school gates. Any member of staff wishing to smoke must leave the school grounds.
- 4.2** Staff must not smoke whilst working with or supervising pupils offsite.
- 4.3** Staff must not consume or be under the influence of alcohol, illicit drugs or other illegal substances on or near school premises.
- 4.4** Staff must refrain from the consumption of alcohol and other substances at school events (i.e. Leaving Concerts, residential visits) both within the school premises and on enrichment events such as school trips.

## **5.0 Relationships with Pupils**

- 5.1** Staff must maintain professional boundaries with pupils appropriate to their position and must always consider whether their actions are warranted, proportionate, safe and applied equitably. Staff should act in an open and transparent way that would not lead any reasonable person to question their actions or intent. Staff should think carefully about their conduct so that misinterpretations are minimised.
- 5.2** Staff must not establish or seek to establish social contact with pupils for the purpose of securing a friendship or to pursue or strengthen a relationship. If a young person seeks to establish social contact you should exercise your professional judgement in making a response and be aware that such social contact could be misconstrued.
- 5.3** Staff must not develop personal relationships with pupils.
- 5.5** Staff should be mindful of section 16 of The Sexual Offences Act 2003<sup>1</sup>.
- 5.6** Staff must not make sexual remarks to a pupil or discuss their own sexual relationships.
- 5.7** Contact with pupils should be through Kirk Langley CE (VC) Primary School's authorised mechanisms. (Appendix 1) Personal phone numbers, email addresses or communication routes via all social media platforms should not be used and staff should not share their home address with pupils. If contacted via an inappropriate route the member of staff must inform the Headteacher immediately.

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<sup>1</sup> Section 16 of The Sexual Offences Act 2003 provides that it is an offence for a person aged 18 or over (e.g. teacher, youth worker) 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. A situation where a person is in a position of trust could arise where the child is in full-time education and the person looks after children under 18 in the same establishment as the child, even if s/he does not teach the child.

Any use of Teacher/Parent texts must be seen and agreed by the Headteacher before being sent. If the HT is unavailable the School Business Manager must be included.

- 5.8 Kirk Langley CE (VC) Primary School staff must not accept friend invitations or become friends with any pupil of the School on any social media platform. Staff should also refrain from following the Twitter or other similar social media accounts of pupils or their parents. Staff must read the school's e-safety policy carefully and follow all advice and guidance contained within it. If school staff have parents as close friends this must be disclosed and at no time preferential treatment or informal dialogue will be seen within a school setting.

## **6.0 Infatuations**

- 6.1 It is not unusual for pupils or, sometimes, their parents to develop infatuations towards members of staff. All such situations must be responded to sensitively to maintain the dignity of those concerned.
- 6.2 Staff should also be aware that such circumstances carry a high risk of words or actions being misinterpreted and for allegations to be made against staff. Any indications of an infatuation towards yourself or another member of staff must be reported to your line manager.

## **7.0 Gifts/Hospitality**

- 7.1 Staff need to take care that they do not accept any gift/offer of hospitality that might be construed as a bribe by others, or lead the giver to expect preferential treatment. However, there may be occasions where pupils or parents wish to give a small token of appreciation to staff, for example at religious festivities or at the end of the year.
- 7.2 It is unacceptable to receive gifts on a regular basis or to suggest to pupils that gifts are appropriate or desired. Money must not be accepted as a gift. If you are unsure whether to accept a gift you should consult your line manager or HT.
- 7.3 Staff must not accept significant gifts or hospitality from pupils, parents, carers, actual or potential contractors or outside suppliers. All such gifts/offers of hospitality should be reported to your line manager and recorded.

## **8.0 Physical Contact with Pupils**

- 8.1 There are occasions when it is entirely appropriate and proper for staff to have physical contact with pupils, but it is crucial that they only do so in ways appropriate to their professional role. A 'no touch' approach is impractical for most staff and may in some circumstances be inappropriate. When physical contact is made with pupils it should be in response to their needs at that time, of limited duration and appropriate to their age, stage of development, gender, ethnicity and background.

- 8.2** Where feasible, staff should seek the child's permission before initiating contact. Staff should listen, observe and take note of the child's reaction or feelings and, so far as is possible, use a level of contact which is acceptable to the child for the minimum time necessary.
- 8.3** It is not possible to be specific about the appropriateness of each physical contact, since an action that is appropriate with one child in one set of circumstances may be inappropriate in another, or with a different child. Staff should therefore, use their professional judgement at all times.
- 8.4** Staff should be aware that even well intentioned physical contact may be misconstrued by the child, an observer or by anyone to whom this action is described. Staff should never touch a child in a way which may be considered indecent. Always be prepared to explain actions and accept that all physical contact be open to scrutiny. Staff must not engage in rough play, tickling or fun fights with pupils.
- 8.5** Extra caution should be exercised where a child is known to have suffered previous abuse or neglect. Such experiences may sometimes make a child exceptionally needy and demanding of physical contact and staff should respond sensitively by deterring the child through helping them to understand the importance of personal boundaries.
- 8.6** Staff supervising PE and games or providing musical tuition should demonstrate the use of a particular piece of equipment/instrument on another member of staff if possible. However, they may be required to initiate physical contact with pupils/students to support a child to perform a task safely, to demonstrate the use of a particular piece of equipment/instrument or to assist them with an exercise. Contact under these circumstances should be done with the pupil's agreement, for the minimum time necessary and in an open environment. Staff should remain sensitive to any discomfort expressed verbally or non-verbally by the pupil.
- 8.7** Physical contact must never be secretive, for the gratification of the adult or represent a misuse of authority.
- 8.8** If a member of staff believes that an action could be misinterpreted, the incident and circumstances should be reported to your line manager, recorded and, if appropriate, a copy placed on the child's file.
- 8.9** Staff should refer to Kirk Langley CE (VC) School's Positive Handling Policy.

## **9.0 Child in distress**

- 9.1** There may be occasions when a pupil is in distress and in need of comfort as a reassurance. This may include age appropriate physical contact. Staff should remain self-aware at all times in order that their contact is not threatening, intrusive or subject to misinterpretation.
- 9.2** Such incidents should always be recorded and shared with your line manager. If you have a particular concern about the need to provide this type of care and reassurance you should seek further advice from your line manager.



## **10.0 Showers and changing**

- 10.0 Pupils are entitled to respect and privacy whilst they are changing or showering after PE/games or swimming. However, there needs to be an appropriate level of supervision in order to safeguard young people, meet health and safety requirements and to ensure that bullying does not take place. The supervision should be appropriate to the needs and age of the pupils and sensitive to the potential for embarrassment.
- 10.1 Staff should be vigilant about their own behaviour and announce their intention of entering a changing room/area. Staff must not change or shower in the same place as children.

## **11.0 One to one situations**

- 11.1 Staff working individually with pupils/students should be aware of the potential vulnerability of pupils/students and staff in such situations. Staff should manage these situations with regard to the safety of the pupil/student and to themselves.
- 11.2 Individual work with pupils should not be undertaken in isolated areas or rooms where there is no external viewing panel. Where it is necessary to close doors for reasons of confidentiality a colleague should be made aware of this and asked to remain vigilant.

## **12.0 Transporting pupils**

- 12.1 In certain circumstances it may be appropriate for staff to transport pupils/students offsite, for example sports fixtures, swimming lessons or other out of school activities. A designated member of staff should be appointed to plan and provide oversight of all transport arrangements and to respond to any difficulties that may arise.
- 12.2 Staff should ensure that the transport arrangements and the vehicle meet all legal requirements. Staff should ensure that the driver has the appropriate license for the vehicle, that the vehicle is roadworthy, has a valid MOT certificate and is appropriately insured and that the maximum capacity is not exceeded.
- 12.3 Staff should ensure that the driver is not distracted while the vehicle is in motion for any reason other than an emergency and should also ensure all passengers are wearing correctly fastened seatbelts. Staff should never transport pupils/students while under the influence of alcohol or drugs.
- 12.4 Prior to transporting pupils offsite consent must be obtained from pupil's parent/guardian and staff should be aware that the safety and welfare of the pupils is their responsibility until this is safely passed back to their parent/carer.

## **13.0 E-Safety**

- 13.1** Staff should follow Kirk Langley CE (VC) School's E-Safety policy for staff and the Acceptable Use Policy at all times and have regard for the School's E-Safety policy for pupils.
- 13.2** Staff must not engage in inappropriate use of social network sites which may bring themselves, the school or the school community into disrepute. Staff should adopt the highest security settings on any personal profiles they have.
- 13.3** Staff should remain mindful of their digital footprint and exercise caution in all their use of social media or any other web based presence they have. This includes written content, videos or photographs and views expressed either directly or by 'liking' certain pages or posts or following certain individuals or groups. Staff should exercise care when using dating websites where staff could encounter students.
- 13.4** Staff must not make contact with pupils, must not accept or initiate friend requests nor follow pupils accounts on any social media platform. Staff must not communicate with pupils via social media, websites, instant messenger accounts or text message. The only acceptable method of contact is via the use of school email accounts or telephone equipment.
- 13.5** Staff should not make contact with pupils' family members, accept or initiate friend requests or follow pupils' family member's account on any social media platform.
- 13.6** However, the school acknowledges that staff who are also parents may wish to make contact with other parents, who are friends, over social media. Staff must exercise caution and professional judgement in these circumstances and should not have any contact with pupils' family members via social media if that contact is likely to constitute a conflict of interest or call into question their objectivity.
- 13.7** Mobile phones and personally-owned devices may not be used during lessons or formal school time. They should be switched off (or silent) at all times. The Bluetooth functionality of a mobile phone should be switched off at all times and may not be used to send images or files to other mobile phones. Mobile phones and personal devices are not permitted to be used in certain areas within the school site such as classrooms; changing rooms and toilets.
- 13.8** Mobile phones and personally-owned mobile devices brought in to school are the responsibility of the device owner. Kirk Langley CE (VC) Primary school accepts no responsibility for the loss, theft or damage of personally-owned mobile phones or mobile devices.

## **14.0 Photography, video and images of children**

- 14.1** Many school activities involve recording images as part of the curriculum, extra school activities, publicity or to celebrate an achievement. In accordance with The Data Protection Act 1998 the image of a pupil/student is personal data. Therefore, it is a requirement under the Act for consent to be obtained from the parent/guardian of a pupil for any images made. It is also important to take into account the wishes of the pupil, remembering that some pupils do not wish to have their photograph taken or be filmed.

- 14.2** Using images for publicity purposes will require the age-appropriate consent of the individual concerned and their parent/guardian. Images should not be displayed on websites, in publications or in a public place without their consent. Staff should also be clear about the purpose of the activity and what will happen to the photographs/images/video footage when the lesson or activity is concluded.
- 14.3** Photographs/stills or video footage of pupils should only be taken using school equipment for purposes authorised by the school and should be stored securely and only on school equipment.
- 14.4** Staff should ensure that a member of the Senior Leadership Team is aware of the proposed use of photographic/video equipment and that this is recorded in lesson plans. All photographs/stills and video footage should be available for scrutiny and staff should be able to justify all images/video footage made.
- 14.5** Staff should remain aware of the potential for images of pupils to be misused to create indecent images of children and/or for grooming purposes. Therefore, careful consideration should be given to how activities which are being filmed or photographed are organised and undertaken. Particular care should be given when filming or photographing young or vulnerable pupils who may be unable to question how or why the activities are taking place. Staff should also be mindful that pupils who have been abused through the use of video or photography may feel threatened by its use in a teaching environment.

## **15.0 Confidentiality**

- 15.1** Members of staff may have access to confidential information about pupils, their parents/carers or their siblings. Staff must not reveal such information except to those colleagues who have a professional role in relation to the pupil/student on a need to know basis.
- 15.2** Staff should never use confidential or personal information about a pupil or her/his family for their own, or others' advantage (including that of partners, friends, relatives or other organisations). Information must never be used to intimidate, humiliate, or embarrass the pupil.
- 15.3** All staff are likely at some point to witness actions which need to be confidential. For example, where a pupil is bullied by another pupil, this needs to be reported and dealt with in accordance with the appropriate school procedure. It must not be discussed outside the school, including with the pupil's parent or carer, nor with colleagues in the school except by a senior member of staff with the appropriate authority to deal with the matter.
- 15.4** Staff have a statutory obligation to share with Kirk Langley CE (VC) Primary School's Designated Safeguarding Lead or Deputy Designated Safeguarding Lead any information which gives rise to concern about the welfare or safety of a pupil or that might suggest a pupil is in need or at risk of

significant harm. Staff should pass on information without delay in accordance with the school's safeguarding policy and procedures and this should be recorded. Staff must never promise a pupil that they will not act on or pass on any information that they are told by the pupil.

- 15.5** Staff should refer to the Department of Education's document Information sharing: advice for practitioners providing safeguarding services<sup>2</sup> for further guidance on information sharing. If you are in any doubt about whether to share you should seek guidance from a member of the senior leadership team.
- 15.6** Any media or legal enquiries should be passed to the senior leadership team and only approved staff and Governors should communicate to the media about the school.

## **16.0 Whistleblowing**

- 16.1** Whistleblowing is the mechanism by which staff can voice their concerns, without fear of repercussion.
- 16.2** All school staff have a duty to report any behaviour by a colleague which raises concern. Staff should refer to the School's whistleblowing policy for further guidance. This is particularly important where the welfare of pupils may be at risk.

## **17.0 Compliance**

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- 17.1** All staff must complete the form in appendix 1 to confirm they have read, understood and agree to comply with this policy. This form should be signed and dated and a copy retained on the member of staff's file.

This code of conduct has been drawn up to provide a source of guidance to the School's employees. It is not a contractual document and can be amended at any time by the School. All staff must comply with both the provisions of this code and the School's policies and procedures, breaches of which will be taken seriously and may result in disciplinary action up to and including dismissal. Staff are also reminded that this code of conduct is not exhaustive. The School's primary duty is towards the welfare of pupils, its staff and the reputation of the school within the community. Individuals are encouraged to take a common sense approach towards their conduct. Any staff member who has a concern or is unsure about an event that has arisen should discuss the matter with the Headteacher as soon as possible. Day to day decisions made by the Headteacher are discussed on a regular basis with the Chair of the Governing Board. If staff have concerns these should always be discussed with the Headteacher first and foremost in that transparency is assured.

## **Appendix 1**

### **Confirmation of compliance**

I hereby confirm that I have read, understood and agree to comply with Kirk Langley CE (VC) Primary School's staff behaviour policy.

Name .....

Position/Post Held.....

Signed .....

Date .....

**Once completed, signed and dated, please return this form to the Headteacher/Business Manager.**