



**Bexhill**  
Academy

# Staff Code of Conduct Policy 2023-2024

Last Review: September 2023

Next Review: September 2024

## Contents

Important information .....	<b>Error! Bookmark not defined.</b>
Key Contacts.....	5
Acknowledgements .....	5
Introduction .....	6
Definitions .....	6
Overview and purpose of this policy .....	7
Underpinning principles.....	8
How to use this policy.....	9
1. Introduction .....	10
2. Status of document .....	10
3. Responsibilities .....	10
4. Making professional judgements .....	12
5. Power and positions of trust and authority.....	13
6. Power and positions of trust and authority.....	14
7. Standards of behaviour .....	16
8. Dress and appearance.....	17
9. Gifts, rewards, favouritism, and exclusion .....	18
10. Infatuations and ‘crushes’ .....	19

## Staff Behaviour Policy / Code of Conduct

11.	Social contact outside of the workplace .....	20
12.	Communication with parents and children using technology .....	21
13.	Physical contact .....	26
14.	Other activities that require physical contact .....	28
15.	Intimate/personal care .....	29
16.	Home visits .....	31
17.	Behaviour management .....	34
18.	The use of restrictive physical intervention and reasonable force .....	35
19.	Sexual conduct.....	37
20.	One-to-one situations.....	38
21.	Transporting children .....	39
22.	Educational visits.....	41
23.	First Aid.....	43
24.	Medical conditions and medication .....	43
25.	Photography, videos, and other images.....	45
26.	Exposure to inappropriate images .....	47
27.	Personal living accommodation including on site provision (delete if not appropriate) .....	<b>Error! Bookmark not defined.</b>
28.	Overnight care provided by Ofsted registered providers and child minders (delete if not applicable).....	<b>Error! Bookmark not defined.</b>

29. Overnight supervisions and examinations (delete if not applicable) .....**Error!**  
**Bookmark not defined.**

30. Curriculum..... 48

31. Whistleblowing..... 49

32. Allegations and low-level concerns ..... 50

## Key Contacts

- **Designated Safeguarding Lead:** Mrs Deborah Holter
- **Deputy Designated Safeguarding Lead:** Mrs Trudy Hillman
- **Deputy Designated Safeguarding Lead:** Mr Mark Linch
- **Nominated governor for safeguarding and child protection:** Sara Attwood
- **Chair of Trust Board:** Tom Attwood
- **Local Authority Designated Officer (LADO) and Assistant LADO:** Requests for a LADO consultation and new LADO referral via the online portal [www.eastsussex.gov.uk/lado](http://www.eastsussex.gov.uk/lado)
- **Referrals into Early Help and Social Care Single Point of Advice:** 01323 464222 [0.19.SPoA@eastsussex.gov.uk](mailto:0.19.SPoA@eastsussex.gov.uk)
- **Emergency Duty Service (after hours, weekends and public holidays):** 01273 335906/01273 335905

## Acknowledgements

Based on the Guidance for Safer Working Practice for Those Working with Children and Young People in Education Settings by the Safer Recruitment Consortium.

## Introduction

The governing body is required to set out a Staff Behaviour Policy/Code of Conduct for all academy employees which should, amongst other things, include low-level concerns, allegations against staff and whistleblowing. Employees should read this alongside the DfE's Keeping Children Safe in Education 2023-Statutory guidance for schools and colleges.

In addition to this policy, 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.

Employees should be aware that a failure to comply with the following Staff Behaviour Policy/Code of Conduct could result in disciplinary action including dismissal.

## Definitions

For ease of reading, references will be made to 'academy'. This term encompasses all types of educational establishments including academies, independent and free schools, further education institutions, sixth form colleges and early years' settings.

References made to 'child' and 'children' refer to children and young people under the age of 18 years. However, the principles of the document apply to professional behaviours towards all children including those over the age of 18 years. 'Child' should therefore be read to mean any child at the academy.

References to adults and staff should be broadly read as any adult working within the academy, whether directly employed, providing a contracted service, a one-off service such as a supply teacher, or a volunteer. It is good practice to share this document with the volunteers in the academy.

The term 'allegation' means where it is alleged that a person who works with children has:

- behaved in a way that has harmed a child or may have harmed a child.
- possibly committed a criminal offence against or related to a child.
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children; or,
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

References are made in this document to legislation and statutory guidance which differ dependent on the academy and alter over time. However, the behavioural principles contained within the document remain consistent, hence, wherever possible, such references have been removed in order that the document does not appear to quickly become out of date or to apply only to certain staff or schools.

## Overview and purpose of this policy

The document seeks to ensure that the responsibilities of academy leaders towards children and staff are discharged by raising awareness of illegal, unsafe, unprofessional, and unwise behaviour. It should assist staff to monitor their own standards and practice and reduce the risk of allegations being made against them. It is also recognised that not all people who work with children work as paid or contracted employees. The principles and guidance outlined in this document still apply and should be followed by any person whose work brings them into contact with children.

The policy will also support employers in giving a clear message that unacceptable behaviour will not be tolerated and that, where appropriate, legal, or disciplinary action is likely to follow. The Principals of Bexhill Academy may refer to this document in any disciplinary proceedings.

Whilst every attempt has been made to cover a wide range of situations, it is

recognised that no policy can cover all eventualities. There may be times when professional judgements are made in situations not covered by this document, or which directly contravene the guidance given by the employer. It is expected that in these circumstances staff will always advise their senior colleagues of the justification for any such action already taken or proposed.

All staff have a responsibility to be aware of systems within their school which support safeguarding, and these should be explained to them as part of staff induction and in regular staff training sessions. This includes the academy's safeguarding and child protection policy and this policy.

It is recognised that most adults who work with children act professionally and aim to provide a safe and supportive environment which secures the well-being and very best outcomes for children in their care. Achieving these aims is not always straightforward, as much relies on child and staff interactions where tensions and misunderstandings can occur. This policy aims to reduce the risk of these.

It must be recognised that some allegations will be genuine as there are people who seek out, create, or exploit opportunities to harm children. However, allegations may also be false or misplaced and may arise from differing perceptions of the same event. When they occur, they are inevitably distressing and difficult for all concerned. It is therefore essential that all possible steps are taken to safeguard children and ensure that the adults working with them do so safely.

## Underpinning principles

- The welfare of the child is paramount.
- Staff should understand their responsibilities to safeguard and promote the welfare of children.
- Staff are responsible for their own actions and behaviour, both within and outside the academy, and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.



- Staff should work, and be seen to work, in an open and transparent way.
- Staff should acknowledge that deliberately invented/malicious allegations are extremely rare and that all concerns should be reported and recorded.
- Staff should discuss and/or take advice promptly from their line manager if they have acted in a way which may give rise to concern.
- Staff are encouraged to discuss with the DSL situations where their relationships and associations both within and outside the workplace (including online) may have implications for the safeguarding of children in the academy.
- Staff should adhere to the same professional standards regardless of culture, disability, gender, language, racial origin, religious belief, and sexual orientation.
- Whilst on duty, staff should not consume or be under the influence of alcohol or any substance, including prescribed medication, which may affect their ability to care for children.
- Staff should be aware that breaches of the law and other professional guidelines could result in disciplinary action being taken against them, criminal action and/or other proceedings including barring by the Disclosure & Barring Service (DBS) from working in regulated activity or, for acts of serious misconduct, prohibition from teaching by the Teaching Regulation Agency (TRA).
- Staff and managers should continually monitor and review practice to ensure this policy is followed.
- Staff should be aware of and understand their academy's safeguarding and child protection policy, arrangements for managing allegations against staff, whistleblowing procedure and the East Sussex Safeguarding Children Partnership procedures.

## How to use this policy

Each section provides general guidance about a particular aspect of work and specific guidance about which behaviours should be avoided and which are recommended.

Some schools will have additional responsibilities arising from their regulations (e.g., Early Years Foundation Stage (EYFS) Quality Standards) or their responsibility towards young people over the age of 18. Not all sections of the guidance will, therefore, be relevant to all schools and each academy will need to adapt this model policy to suit their establishment.

## 1. Introduction

Adults have a crucial role to play in the lives of children. This policy has been produced to help them establish the safest possible learning and working environments which safeguard children and reduce the risk of them being vulnerable to being accused of improper or unprofessional conduct.

*This means that these guidelines:*

- *apply to all adults working in education and early years settings whatever their position, role, or responsibilities.*

## 2. Status of document

This document is endorsed and recommended by the Safer Recruitment Consortium and the East Sussex Safeguarding Children Partnership.

## 3. Responsibilities

Staff are accountable for the way in which they exercise authority, manage risk, use resources, and safeguard children.

All staff have a responsibility to keep children safe and to protect them from abuse (sexual, physical, and emotional), neglect and safeguarding concerns. Children have a right to be safe and to be treated with respect and dignity. It follows that trusted adults are expected to take reasonable steps to ensure their safety and well-being. Failure to do so may be regarded as professional misconduct.

## Staff Behaviour Policy / Code of Conduct

*This means that staff should:*

- *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 the child's best interests.*
- *Avoid any conduct which would lead any reasonable person to question their motivation and intentions.*
- *Take responsibility for their own actions and behaviour.*

The safeguarding culture of a school is, in part, exercised through the development of respectful, caring, and professional relationships between adults and children and behaviour by the adult that demonstrates integrity, maturity and good judgement. It is essential that all staff understand the importance of challenging inappropriate behaviours between peers (whether children or adults) that are abusive in nature; our academy has a zero-tolerance approach to abuse.

*This means that employers should:*

- *Promote a culture of openness and support.*
- *Ensure that systems are in place for concerns to be raised.*
- *Ensure that adults are not placed in situations which render them particularly vulnerable.*
- *Ensure that all adults are aware of expectations, policies, and procedures.*

The public, the local authority, employers, and parents/carers will have expectations about the nature of professional involvement in the lives of children. When individuals accept a role working in a academy they should understand and acknowledge the responsibilities and trust involved in that role.

Employers have duties towards their employees and others under Health and Safety legislation which require them to take steps to provide a safe working environment for staff.

Legislation also imposes a duty on employees to take care of themselves and anyone

else who may be affected by their actions or failings. An employer's Health and Safety duties and the adults' responsibilities towards children should not conflict. Safe practice can be demonstrated through the use and implementation of this policy.

*This means that managers/proprietors/governing bodies should:*

- *Ensure that appropriate safeguarding and child protection policies and procedures are distributed, adopted, implemented, and monitored.*

## 4. Making professional judgements

This policy cannot provide a complete checklist of what is, or is not, appropriate behaviour for staff. It does highlight however, behaviour which is illegal, inappropriate, or inadvisable. There will be rare occasions and circumstances in which staff must make decisions or act in the best interest of a child which could contravene this policy or where no guidance exists. Individuals are expected to make judgements about their behaviour to secure the best interests and welfare of the children in their charge and, in so doing, will be seen to be acting reasonably. These judgements should always be recorded and shared with a manager.

*This means that where no specific guidance exists staff should:*

- *Discuss the circumstances that informed their action, or their proposed action, with their line manager or, where appropriate, the academy's designated safeguarding lead. This will help to ensure that the safest practices are employed and reduce the risk of actions being misinterpreted.*
- *Always consider whether their actions are warranted, proportionate, safe, and applied equitably*
- *Always discuss any misunderstanding, accidents, or threats with the Principals or designated safeguarding lead*
- *Always record discussions and actions taken with their justifications*

- *Record any areas of disagreement and, if necessary, refer to another agency/ the LA/Ofsted/TRA/other regulatory body*

## 5. Power and positions of trust and authority

As a result of their knowledge, position and/or the authority invested in their role, all those working with children in a academy are in a position of trust in relation to all children on the roll.

The relationship between a person working with a child/ren is one in which the adult has a position of power or influence. It is vital for adults to understand this power- that the relationship, therefore, cannot be one between equals, and the responsibility they must, consequentially, exercise.

The potential for exploitation and harm of vulnerable children means that adults have a responsibility to ensure that an unequal balance of power is not used for personal advantage or gratification.

Staff should always maintain appropriate professional boundaries, avoid behaviour which could be misinterpreted by others, and report and record any such incident. This applies equally to the online/virtual world as it does in the classroom; staff engaging with pupils and/or parents online have a responsibility to model safe practice always.

Where a person aged 18 or over is in a position of trust with a child under 18, it is an offence<sup>1</sup> for that person to engage in sexual activity with or in the presence of that child, or to cause or incite that child to engage in or watch sexual activity.

Staff should also be aware that it is a criminal offence for anyone aged 18 or over to

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<sup>1</sup> Sexual Offences Act 2003

intentionally communicate with a child under 16, where the person acts for a sexual purpose and the communication is sexual or intended to elicit a sexual response. The offence applies to online and offline communication, including social media, emails, texts, letters, etc. <sup>2</sup>It is therefore important staff consider how communications and behaviours which may not meet the criteria of a criminal offence, may raise concerns to a level where there is a consideration of position of trust and boundaries being breached which lead to internal investigation, disciplinary or dismissal processes.

*This means that staff should not:*

- *Use their position to gain access to information for their own advantage and/or a child's or family's detriment.*
- *Use their power to intimidate, threaten, coerce, or undermine children.*
- *Use their status and standing to form or promote relationships with children which are of a sexual nature, or which may become so.*

## 6. Power and positions of trust and authority

The storing and processing of personal information is governed by the General Data Protection Regulations (GDPR). Employers should provide clear advice to staff about their responsibilities under this legislation so that, when considering sharing confidential information, those principles should apply.

Staff may have access to confidential information about children and their families which must be always kept confidential and only shared when legally permissible to do so and in the interest of the child. Records should only be shared with those who have a legitimate professional need to see them.

Staff should never use confidential or personal information about a child or her/his

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<sup>2</sup> Sections 67 of Serious Crime Act 2015/Section 15 Sexual Offences Act

## Staff Behaviour Policy / Code of Conduct

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 child. Confidential information should never be used casually in conversation or shared with any person other than on a need-to-know basis. In circumstances where the child's identity does not need to be disclosed, the information should be used anonymously.

There are some circumstances in which a member of staff may be expected to share information about a child, for example when abuse is alleged or suspected. In such cases, individuals have a responsibility to pass information on without delay, but only to the designated safeguarding lead.

If a child - or their parent/carer - makes a disclosure regarding abuse or neglect, the member of staff should follow the academy's procedures. The adult should not promise confidentiality to a child or parent but should give reassurance that the information will be treated sensitively.

If a member of staff is in any doubt about whether to share information or keep it confidential, he or she should seek guidance from the designated safeguarding lead. Any media or legal enquiries should be passed to senior management.

*This means that staff:*

- *Need to know the name of their designated safeguarding lead and be familiar with the Pan-Sussex Child Protection and Safeguarding Procedures - <https://sussexchildprotection.procedures.org.uk/>*
- *Are expected to treat information they receive about children and families in a discreet and confidential manner.*
- *Should seek advice from a senior member of staff (designated safeguarding lead) if they are in any doubt about sharing information they hold, or which has been requested of them.*
- *Need to be clear about when information can/must be shared and in what circumstances.*

- *Need to know the procedures for responding to allegations against staff and to whom any concerns or allegations should be reported.*
- *Need to ensure that where personal information is recorded using modern technologies that systems and devices are kept secure.*

## 7. Standards of behaviour

All staff have a responsibility to maintain public confidence in their ability to safeguard the welfare and best interests of children. They should adopt high standards of personal conduct to maintain the confidence and respect of the public and those with whom they work, which includes how they conduct themselves with other staff.

There may be times where an individual's actions in their personal life come under scrutiny from the community, the media, or public authorities, including regarding their own children, or children or adults in the community. Staff should be aware that their behaviour, either in or out of the workplace, could compromise their professional position within the academy in relation to the protection of children, loss of trust and confidence, or bringing the employer into disrepute. Such behaviour may also result in prohibition from teaching by the TRA, a bar from engaging in regulated activity, or action by another relevant regulatory body.

*This means that staff should not:*

- *Behave in a manner which would lead any reasonable person to question their suitability to work with children or to act as an appropriate role model.*
- *Make, or encourage others to make, sexual remarks to, or about, a child.*
- *Use inappropriate language to or in the presence of children.*
- *Discuss their personal or sexual relationships with or in the presence of children.*
- *Make (or encourage others to make) unprofessional personal comments which scapegoat, demean or humiliate, or might be interpreted as such.*



*This means that staff should:*

- *Be aware that behaviour by themselves, those with whom they share a household, or others in their personal lives, may impact on their work with children.*
- *Inform the Head/Principal or specified person of any cautions, convictions, or relevant orders accrued during their employment, and/or if they are charged with a criminal offence.*

## 8. Dress and appearance

A person's dress and appearance are matters of personal choice and self-expression and some individuals will wish to exercise their own cultural customs. However, staff should select a manner of dress and appearance appropriate to their professional role and which may be necessarily different to that adopted in their personal life. Staff should ensure they are dressed decently, safely, and appropriately for the tasks they undertake. Those who dress or appear in a manner which could be viewed as offensive or inappropriate could render themselves vulnerable to criticism or allegation.

This applies equally to online or virtual teaching or when working with small groups on site. Staff and other adults in our academy are expected to wear the same standard of clothing and accessories when in an online engagement as they would wear on a normal academy day.

*This means that staff should wear clothing which:*

- *Promotes a positive and professional image.*
- *Is appropriate to their role.*
- *Is not likely to be viewed as offensive, revealing, or sexually provocative.*
- *Does not distract, cause embarrassment, or give rise to misunderstanding.*
- *Is absent of any political or otherwise contentious slogans.*
- *Is compliant with professional standards.*
- *Is not considered to be discriminatory.*

## 9. Gifts, rewards, favouritism, and exclusion

The academy has policies in place regarding the giving of gifts or rewards to children and the receiving of gifts from them or their parents/carers, and staff should be made aware of and understand what is expected of them.

Staff need to take care that they do not accept any gift that might be construed as a bribe by others or lead the giver to expect preferential treatment.

There are occasions when children or parents wish to pass small tokens of appreciation to staff e.g., at Christmas or as a thank-you and this is usually acceptable. However, it is unacceptable to receive gifts on a regular basis or of any significant value.

Similarly, it is inadvisable to give such personal gifts to children or their families. This could be interpreted as a gesture either to bribe or groom. It might also be perceived that a 'favour' of some kind is expected in return.

Any reward given to a child should be in accordance with agreed practice, consistent with the academy's behaviour policy, recorded and not based on favouritism.

Adults should exercise care when selecting children for specific activities, jobs, or privileges to avoid perceptions of favouritism or injustice. Similar care should be exercised when children are excluded from an activity. Methods of selection and exclusion should always be subject to clear, fair, agreed criteria.

*This means that staff should:*

- *Be aware of and understand their organisation's relevant policies, e.g., rewarding positive behaviour.*
- *Ensure that gifts received or given in situations which may be misconstrued are declared and recorded.*
- *Only give gifts to a child as part of an agreed reward system.*

- *Where giving gifts other than as above, ensure that these are of insignificant value and given to all children equally.*
- *Ensure that all selection processes of children are fair, and these are undertaken and agreed by more than one member of staff.*

*Ensure that they do not behave in a manner which is either favourable or unfavourable to individual children.*

## 10. Infatuations and ‘crushes’

All staff need to recognise that it is not uncommon for children to be strongly attracted to a member of staff and/or develop a ‘crush’ or infatuation. They should make every effort to ensure that their own behaviour cannot be brought into question, does not appear to encourage this and be aware that such infatuations may carry a risk of their words or actions being misinterpreted.

Any member of staff who receives a report, overhears something, or otherwise notices any sign, however small or seemingly insignificant, that a young person has become or may be becoming infatuated with either themselves or a colleague, should immediately report this to the Principals or most senior manager.<sup>3</sup> In this way appropriate early intervention can be taken which can prevent escalation and avoid hurt, embarrassment or distress for those concerned.

The Principals (or senior manager) should give careful thought to those circumstances where the staff member, child and their parents/carers should be spoken to and should ensure a plan to manage the situation is put in place. This plan should respond sensitively to the child and staff member and maintain the dignity of all. This plan

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<sup>3</sup> If the headteacher has the concern that a young person is becoming infatuated with them, they should report this to the chair of governors.

should involve all parties, be robust and regularly monitored and reviewed.

*This means that staff should:*

- *Report any indications (verbal, written or physical) that suggest a child may be infatuated with a member of staff.*
- *Always maintain professional boundaries.*

*This means that senior managers should:*

- *Put action plans in place where concerns are brought to their attention.*

## 11. Social contact outside of the workplace

It is acknowledged that staff may have genuine pre-existing friendships and social contact with parents of children, independent of the professional relationship.

Staff should, however, also be aware that professionals who sexually harm children often seek to establish relationships and contact outside of the workplace with both the child and their parents, to ‘groom’ the adult and the child and/or create opportunities for sexual abuse.

It is also important to recognise that social contact may provide opportunities for other types of grooming such as for the purpose of sexual exploitation or radicalisation.

Staff should recognise that some types of social contact with children or their families could be perceived as harmful or exerting inappropriate influence on children, and may bring the academy into disrepute (e.g., attending a political protest, circulating propaganda).

If a child or parent seeks to establish social contact, or if this occurs coincidentally, the member of staff should consult with their line manager at the first opportunity.

This also applies to social contacts made through outside interests or the staff member's own family.

Some staff may, as part of their professional role, be required to support a parent/carer. Should the parent/carer seek to extend this support outside of the previously agreed professional role, this should be immediately discussed with senior management and where, necessary, referrals made to the appropriate support agency. Staff should be working as part of an agreed plan and not in isolation.

*This means that staff should:*

- *Always approve any planned social contact with children or parents with senior colleagues, for example when it is part of a reward scheme.*
- *Advise senior management of any regular social contact they have with a child which could give rise to concern including new social contacts.*
- *Staff only communicate with children or parents via academy-based media.*
- *Inform senior management of any relationship with a parent where this extends beyond the usual parent/professional relationship.*
- *Ensure that they have discussed the boundaries of any pre-existing friendships and social contacts with parents with their line manager.*
- *Inform senior management of any requests or arrangements where parents wish to use their services outside of the workplace e.g., babysitting, tutoring.*
- *Direct any concerns raised directly to them about another member of staff through the appropriate channels.*

*Refrain from sending personal communication to pupils or parents unless agreed with senior leaders.*

## 12. Communication with parents and children using technology

## Staff Behaviour Policy / Code of Conduct

Staff should adhere to other academy policies, including those regarding communication with parents and carers.

### Phone Calls Home

Within the normal running of the academy there are many reasons why various staff may need to contact home, for reasons such as discussing academic progress, behaviour, or medical care.

Contact by phone will only be directed towards the landline for the home or the mobile phone of parents/carers. No contact will be attempted directly to devices which are known to be personal to a child.

Contact will only be made using a academy landline or academy mobile.

In the event of further lockdowns/partial/full closures of schools and the increased need for staff to be making routine or regular contact with families, notably those of vulnerable children, to discuss welfare, these calls will only be completed under the direction of the DSL or SLT

When planning these calls, the academy will identify the members of staff who are best placed to make contact, taking into consideration their skills, experience, and relationship with the family/child.

Within this phone contact with parents/carers, children will need to be spoken with.

We recognise that there may be times when children are genuinely unable to or disinclined to come to the phone: if this happens then we will reschedule a call with the parents/carers so that the child/ren can be spoken with. This will be recorded and discussed with the DSL or designated member of SLT.

The DSL will decide, based upon individual risk factors for specific children, as to whether the conversation with the child will be requested to be on loudspeaker/speakerphone at the family's end of the call. The member of staff making the call will be advised of this, as necessary.

## Staff Behaviour Policy / Code of Conduct

The call will be logged by the member of staff (noting the time of day, recipient, and outcome).

Where any aspect of contact, or lack of contact, with a family/child causes any concern then this will be raised immediately with the DSL or designated member of SLT.

### Online communication

To make best use of the many educational and social benefits of new and emerging technologies, children need opportunities to use and explore the digital world. Online risks are posed more by human behaviours and values than the technology itself.

Staff should ensure that they establish safe and responsible online behaviours, working to local and national guidelines and acceptable use policies which detail how new and emerging technologies may be used.

Communication with children both in the 'real' world and through web based and telecommunication interactions should take place within explicit professional boundaries. This includes the use of computers, tablets, phones, texts, e-mails, instant messages, social media such as Facebook and Twitter, chat rooms, forums, blogs, websites, gaming sites, digital cameras, videos, web cams and other hand-held devices. (Given the ever-changing world of technology it should be noted that this list gives examples only and is not exhaustive.)

Staff should not request or respond to any personal information from children. They should ensure that their communications are open and transparent and avoid any communication which could be interpreted as 'grooming behaviour.'

Staff should not give their personal contact details to children-for example, e-mail address, home or mobile telephone numbers, details of web-based identities. If children locate these by any other means and attempt to contact or correspond with

## Staff Behaviour Policy / Code of Conduct

the staff member, the adult should not respond and must report the matter to their manager. The child should be firmly and politely informed that this is not acceptable.

Staff should, in any communication with children, also follow the guidance in Section 7 'Standards of Behaviour'.

There has been a sharp increase in the use of technology for remote learning since March 2020. We will ensure that all staff involved in the use of technology to facilitate virtual teaching, such as live stream lessons or recorded content are briefed on best practice.

Staff should seek further guidance on live steam lessons and recorded content within the relevant section of the online safety policy.

When selecting a platform for live steam lessons or recorded content, we will ensure that the 'provider' has an appropriate level of security. Staff will only use academy devices and contact children only via their academy email address/log-in. This ensures that the academy's filtering and monitoring software is enabled. All staff should receive appropriate safeguarding and child protection training, including online safety which, amongst other things, includes an understanding of the expectations, applicable roles, and responsibilities in relation to filtering and monitoring, at induction. This training should be updated regularly.

Staff engaging in live stream lessons or recorded content must display the same standards of dress and conduct that they would in the real world; they should role model this to pupils and parents.

When engaging in live stream lessons or creating recorded content the following will be adhered to:

- Live stream lessons will not be conducted by staff on their own. There will always be a second member of staff present (either physically in the room with them, or online within the virtual room) before any children are present.



## Staff Behaviour Policy / Code of Conduct

- A location with a neutral background will be used, particularly if the member of staff is working from home (think personal photos, artwork, identifying features, mirrors etc); ideally the background will be blurred using features of the online platform.
- Staff will be dressed professionally.
- Pupils should be dressed appropriately e.g., clothes they might wear for a non-uniform day, not pyjamas.
- Pupils should live stream from a communal/living area within their household, not bedrooms.
- It is the responsibility of the staff member to act as a moderator, raising any issues of suitability (dress, setting, behaviour etc.) with the child and/or parent immediately and ending the online interaction if necessary.
- All other academy policies/practices will be followed, notably the safeguarding and child protection policy and online safety policy, so should there be any welfare concerns about the child these will be brought to the attention of the DSL without delay.
- Resources/videos will be age-appropriate; the child may not have support immediately to hand at home if they feel distressed or anxious about content.

### Staff and other adults will not:

- Contact pupils outside the operating times defined by the DSL, take or record images of pupils for their own personal use.
- Record virtual lessons or meetings (unless agreed and risk assessed by senior academy staff).
- Engage in any 1:1 communication with children via a video call (unless agreed and risk assessed by senior academy staff).
- Engage online while children are in a state of undress or semi-undress.

### *This means that adults should:*

- *Not seek to communicate/make contact or respond to contact with children outside of the purposes of their work.*
- *Not give out their personal details.*
- *Use only equipment and Internet services provided by the academy.*
- *Follow the academy's acceptable use policy (which provides further detail about the use of mobile devices).*
- *Ensure that their use of technologies could not bring their employer into disrepute.*
- *Ensure their privacy settings on social media are high.*
- *Refrain from expressing personal opinions about the academy where they work and/or events that may have occurred there on social media sites.*
- *Refrain from posting on social media any form of inappropriate content for example photographs and/or information that could cause offence or bring their profession into disrepute.*

## 13. Physical contact

The experience of physical contact is a subjective issue and will be experienced by each child differently according to their experiences. This is an area that can lead to misinterpretation and allegations of inappropriate behaviour. It is therefore essential that staff consider why they need to touch the child and whether it is necessary.

There are occasions when it is entirely appropriate and proper for staff to have physical contact with children, however, it is crucial that they only do so in ways appropriate to their professional role and in relation to the child's individual needs, age, stage of development and any agreed care plan.

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.

Any physical contact should be appropriate to the circumstances at the time, of limited duration and appropriate to the child's age, stage of development, gender,

ethnicity, and background. Adults should, therefore, use their professional judgement always. 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 and/or form of communication which is acceptable to the child.

Physical contact should never be secretive, or for the gratification of the adult, or represent a misuse of authority. If a member of staff believes that an action by them or a colleague could be misinterpreted, or if an action is observed which is possibly abusive, the incident and circumstances should be immediately reported to the Principals/manager and recorded. Where appropriate, the Principals/manager should consult with the local authority designated officer (LADO).

Extra caution may be required where it is known that a child has suffered previous abuse or neglect. Staff need to be aware that the child may associate physical contact with such experiences. They also should recognise that these children may seek out inappropriate physical contact. In such circumstances staff should deter the child sensitively and help them to understand the importance of personal boundaries.

A general culture of 'safe touch' should be adopted, where appropriate, to the individual requirements of each child. Children with identified additional and/or disabilities who require more physical contact to assist their everyday learning should have a clear and agreed plan that is shared with the parents and where appropriate the child. The arrangements should be understood and agreed by all concerned, justified in terms of the child's needs, consistently applied and open to scrutiny.

*This means that staff should:*

- *Be aware that even well -intentioned physical contact may be misconstrued by the child, or an observer.*
- *Never touch a child in a way which may be considered indecent.*
- *Always be prepared to explain actions and accept that all physical contact can be open to scrutiny.*
- *Never indulge in horseplay or fun fights.*

- *Always allow/encourage children, where able, to undertake self-care tasks independently.*
- *Ensure the way they offer comfort to a distressed child is age appropriate and is acceptable to the child.*
- *Always tell their line manager when and how they offered comfort to a distressed child.*
- *Report and record situations which may give rise to concern.*
- *Be aware of cultural or religious views about touching and be sensitive to issues of gender.*
- *Be aware of children who have a plan relating to their physical contact needs.*

See Positive Handling Policy for further details

## 14. Other activities that require physical contact

In certain curriculum areas, such as physical education, drama or music, staff may need to initiate some physical contact with children, for example, to demonstrate technique in the use of a piece of equipment, adjust posture, or support a child so they can perform an activity safely or prevent injury.

Physical contact should take place only when it is necessary in relation to a particular activity. It should take place in a safe and open environment i.e., one easily observed by others and last for the minimum time necessary. The extent of the contact should be made clear and undertaken with the permission of the child. Contact should be relevant to their age/ understanding and adults should remain sensitive to any discomfort expressed verbally or non-verbally by the child.

Guidance and protocols around safe and appropriate physical contact may be provided, for example, by sport governing bodies and should be understood and applied consistently. Any incidents of physical contact that cause concern or fall outside of these protocols and guidance should be reported to the senior manager and

parent/carer.

It is good practice if all parties clearly understand, at the outset, what physical contact is necessary and appropriate in undertaking specific activities. Keeping parents/carers and children informed of the extent and nature of any physical contact may also prevent allegations of misconduct or abuse arising.

*This means that staff should:*

- *Treat children with dignity and respect and avoid contact with intimate parts of the body.*
- *Always explain to a child the reason why contact is necessary and what form that contact will take.*
- *Seek consent of parents where a child is unable to give this e.g., because of a disability.*
- *Consider alternatives, where it is anticipated that a child might misinterpret any such contact.*
- *Be familiar with and follow recommended guidance and protocols.*
- *Conduct activities where they can be seen by others.*
- *Be aware of gender, cultural and religious issues that may need to be considered prior to initiating physical contact.*

## 15. Intimate/personal care

Our academy has an intimate care policy which provides a clear framework for staff to ensure the safety and dignity of all learners who need support with personal care.

There should be a clear nappy or pad changing and intimate/personal care policy to ensure that the health, safety, independence, and welfare of children is promoted, and their dignity and privacy are respected. Arrangements for intimate and personal

care are open and transparent and accompanied by recording systems.

Children should be encouraged to act as independently as possible and to undertake as much of their own personal care as is possible and practicable. When assistance is required, this should normally be undertaken by one member of staff, however, they should try to ensure that another appropriate adult is in the vicinity who is aware of the task to be undertaken and that, wherever possible, they are visible and/or audible. Intimate or personal care procedures should not involve more than one member of staff unless the child's individual healthcare plan specifies the reason for this.

Parents have a responsibility to advise the academy of the intimate care needs of their child, and staff have a responsibility to work in partnership with children and parents. Records for identified individuals, should be kept for all intimate and personal care tasks as agreed with parents/carers.

Any vulnerability, including those that may arise from a physical or learning difficulty, should be considered when formulating the child's individual healthcare plan. The views of parents, carers, and the child, regardless of their age and understanding, should be actively sought in formulating the plan and in the necessary regular reviews of these arrangements.

Children are entitled to respect and privacy always, especially when in a state of undress including, for example, when changing, toileting and showering.

However, there needs to be an appropriate level of supervision to safeguard children, satisfy health and safety considerations, and ensure that bullying or teasing does not occur. This supervision should be appropriate to the needs and age of the children concerned and sensitive to the potential for embarrassment.

Appropriate levels of personal protective equipment (PPE) and arrangements for safe disposal of that equipment must be provided for those involved in delivering intimate/personal care.

- *There are written individual healthcare plans in place for any child who could be expected to require intimate care. Please see Intimate Care Policy for further details.*

*This means that staff should:*

- *Adhere to their organisation's intimate and personal care and nappy changing policies.*
- *Make other staff aware of the task being undertaken.*
- *Always explain to the child what is happening before a care procedure begins.*
- *Consult with colleagues where any variation from agreed procedure/individual healthcare plan is necessary.*
- *Record the justification for any variations to the agreed procedure/individual healthcare plan and share this information with the child and their parents/carers.*
- *Where there are changing rooms, announce their intention of entering.*
- *Always consider the supervision needs of the children and only remain in the room where their needs require this.*

*This means that adults should not:*

- *Change or toilet in the presence or sight of children.*
- *Shower with children.*
- *Assist with intimate or personal care tasks which the child can undertake independently.*

## 16. Home visits

All work with children and parents should usually be undertaken in the academy or other recognised workplace. There are however occasions, in response to an urgent, planned, or specific situation or job role, where it is necessary to make one-off or regular home visits.

It is essential that appropriate policies and related risk assessments are in place to

## Staff Behaviour Policy / Code of Conduct

safeguard both staff and children, who can be more vulnerable in these situations.

A risk assessment should be undertaken prior to any planned home visit taking place. The assessment should include an evaluation of any known factors regarding the child, parents/carers and any others living in the household.

Consideration should be given to any circumstances which might render the staff member becoming more vulnerable e.g., hostility, child protection concerns, complaints, or grievances.

Specific thought should be given to visits outside of 'office hours' or in remote or secluded locations.

Following the assessment, appropriate risk control measures should be in place before the visit is undertaken.

Visits should not be made alone.

All visits will be justified and recorded. Staff will not be exposed to unacceptable risk and will understand the purpose and limitations of welfare visits. Staff will have a clear understanding of the actions that should be taken if it is believed that a child or parent is at immediate risk of harm, including when to contact emergency services and/or partner agencies. Except in an emergency, staff will never enter a home without the parent's consent or when the parent is absent.

In the event of further lockdowns/partial/full closures of schools and the increased need for staff to be making routine or regular contact with families, notably those of vulnerable children, to discuss welfare, home visits will only be completed under the direction of the DSL or SLT.

If a vulnerable child is not routinely attending academy and phone contact with the family/child has been unsuccessful, or has raised further concerns, then we will consider completing a home visit.

In considering a home visit we will always contact any social worker or other



professional who is known to be working with the family to ensure a coordinated approach.

If the initial risk assessment deems a home visit by staff to be too risky then this outcome will be shared with the social worker or other professionals involved with the family and consideration will be given to what other services might be able to complete a home visit: this may result in requesting a welfare check by the Police.

Where it is determined that the academy are best placed to complete a home visit, as with phone calls home, we will identify the members of staff best suited to complete the task.

Social distancing guidance will be followed so staff will not enter the property; instead, parents and children should be spoken with on the doorstep, with staff maintaining a distance of at least two metres.

A schedule of visits and staff involved, detailing when and where they are going and what time they are expected back at academy, will be held by the DSL/ designated member of SLT so that, should there be an issue, they can be located.

Staff completing the visit will follow the agreed schedule, they will advise the academy of any variations or issues during these planned visits, they will have a mobile phone and they will be advised of an agreed 'emergency phrase' so that if they find themselves in a challenging situation which may require police intervention, they can alert the academy to this without alerting the family.

The purpose of the home visit is to have sight of and speak with the child/ren.

The outcome of the visit will be recorded and, should there be any cause for concern, then normal safeguarding procedures will be followed.

*This means that staff should:*

- *Never take a child to their own home, the only exception is where it is part of previously agreed arrangement.*

- *Agree the purpose for any home visit with their manager.*
- *Adhere to agreed risk control strategies.*
- *Avoid unannounced visits wherever possible.*
- *Ensure there is visual access and/or an open door in one-to-one situations.*
- *Always make detailed records including times of arrival and departure.*
- *Ensure any behaviour or situation which gives rise to concern is discussed with their manager.*
- *Ensure that all visits are justified and recorded.*
- *Ensure that staff are not exposed to unacceptable risk.*
- *Make clear to staff that, other than in an emergency, they should not enter a home if the parent/carer is absent.*
- *Ensure that staff have access to a mobile telephone and an emergency contact.*

## 17. Behaviour management

Corporal punishment and smacking are unlawful in all school settings, and colleges.

Staff should not use any form of degrading or humiliating treatment to punish a child. The use of sarcasm, demeaning or insensitive comments towards children is completely unacceptable.

Where children display difficult or challenging behaviour, adults should follow the behaviour policy using strategies appropriate to the circumstance and situation.

Where a child has specific needs in respect of particularly challenging behaviour, a plan, including assessment of risk, should be drawn up and agreed by all parties, including, for example, a medical officer where appropriate. Staff involved with positive handling should be appropriately trained in the methods of intervention and de-escalation should always be used in the first instance.

Senior managers have ensured our behaviour policy includes clear guidance about the

use of isolation and seclusion. The legislation on these strategies is complex and staff should take extreme care to avoid any practice that could be viewed as unlawful, a breach of the child's human rights and/or false imprisonment.

*This means that staff should:*

- *Not use force as a form of punishment.*
- *Try to defuse situations before they escalate e.g., by distraction.*
- *Keep parents informed of any sanctions or behaviour management techniques used.*
- *Be mindful of and sensitive to factors both inside and outside of the academy which may impact on a child's behaviour.*
- *Follow the behaviour management policy.*
- *Behave as a role model.*
- *Avoid shouting at children other than as a warning in an emergency/safety situation.*
- *Refer to national and local policy and guidance regarding positive handling.*
- *Be aware of the legislation and potential risks associated with the use of isolation and seclusion.*
- *Comply with legislation and guidance in relation to human rights and restriction of liberty.*

## 18. The use of restrictive physical intervention and reasonable force

All children and young people should feel safe, secure and be in an environment free from abuse, bullying and violence. Boundaries and behavioural expectations in school settings and colleges should be clear and provide opportunities for children to maximise their potential. Most pupils do not behave in an aggressive or unpredictable way; they attend their academy, setting or college in an environment which is conducive to learning.

## Staff Behaviour Policy / Code of Conduct

All members of academy staff have a duty of care to prevent serious harm. Where there is a high or immediate risk of death or serious injury, any member of staff is justified in taking any necessary action (consistent with the principal of using minimum force). Such situations could include preventing a pupil from running off a pavement and into a busy road or preventing a pupil from striking another pupil or adult with a dangerous object.

The safety of pupils and staff is the prime underpinning aim of the use of reasonable force or restrictive physical intervention.

It is essential that the physical management of pupils:

- Should, wherever possible, be avoided.
- Is seen as a rare occurrence and as a last resort.
- Seeks to ensure the safety of the pupil, other pupils, and staff.
- Must be used in ways that maintain the safety and dignity of all concerned.

Under no circumstances should physical force be used as a form of punishment. The use of unwarranted or disproportionate physical force is likely to constitute a criminal offence. Where our academy judges that a child's behaviour presents a serious risk to themselves or others, we must always put in place a robust risk assessment which is reviewed regularly and, where relevant, an individual behaviour plan.

In all cases where a restrictive physical intervention or reasonable force has taken place, the incident will be recorded and any subsequent actions, and reported to a senior manager and the child's parents/carers.

Similarly, where it can be anticipated that a restrictive physical intervention or reasonable force is likely to be required, a plan will be put in place which the child and parents/carers are aware of and have agreed to. Parental consent does not permit schools to use unlawful physical intervention or deprive a child of their liberty. Staff involved with positive handling should be appropriately trained in the methods of

intervention and de-escalation should always be used in the first instance.

Further information and advice and strategies around managing children with challenging behaviour can be found on czone [here](#)

Please see Positive Handling Policy for further information

*This means that staff should:*

- *Adhere to the academy's use of Positive Handling policy which may be included in the behaviour policy.*
- *Always seek to defuse situations and avoid the use of reasonable force wherever possible.*
- *Where the use of reasonable force is necessary, only use minimum force and for the shortest time needed.*

*This means that staff should not:*

- *use physical intervention as a form of punishment.*

## 19. Sexual conduct

Any sexual behaviour by a member of staff with or towards a child is unacceptable. It is an offence for a member of staff in a position of trust to engage in sexual activity with a child under 18 years of age<sup>4</sup> and sexual activity with a child could be a matter for criminal and/or disciplinary procedures.

Children are protected by the same laws as adults in relation to non-consensual sexual behaviour. They are additionally protected by specific legal provisions depending on their age and understanding. This includes the prohibition of sexual activity with

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<sup>4</sup> Sexual Offences Act 2003: abuse of a position of trust

children by adults in a position of trust.

Sexual activity involves physical contact including penetrative and non-penetrative acts; however, it also includes non-contact activities, such as causing children to engage in or watch sexual activity or the production of pornographic material.

There are occasions when adults embark on a course of behaviour known as 'grooming' where the purpose is to gain the trust of a child and manipulate the relationship so sexual abuse can take place. All staff should undertake appropriate training so they are fully aware of those behaviours that may constitute 'grooming' and of their responsibility to always report to the Principals/senior manager any concerns about the behaviour of a colleague which could indicate that a child is being groomed.

*This means that staff should:*

- *Not have any form of sexual contact with a child from the academy.*
- *Avoid any form of touch or comment which is, or may be perceived as, indecent.*
- *Avoid any form of communication with a child which could be interpreted as sexually suggestive, provocative or give rise to speculation e.g., verbal comments, letters, notes, by email or on social media, phone calls, texts, physical contact.*
- *Not make sexual remarks to or about a child.*
- *Not discuss sexual matters with or in the presence of children other than within agreed curriculum content or as part of their recognised job role.*

## 20. One-to-one situations

Staff working in one-to-one situations with children at the academy, including visiting staff from external organisations, can be more vulnerable to allegations or complaints.

To safeguard both children and adults, a risk assessment in relation to the specific nature and implications of one-to-one work should always be undertaken. Each assessment should account for the individual needs of each child and should be reviewed regularly.

Arranging to meet with children from the academy away from the work premises should not be permitted unless the necessity for this is clear and approval is obtained from the Principals/senior member of staff, the child, and their parents/carers.

*This means that staff should:*

- *Ensure that wherever possible there is visual access and/or an open door in one-to-one situations.*
- *Avoid use of 'engaged' or equivalent signs wherever possible. Such signs may create an opportunity for secrecy or the interpretation of secrecy.*
- *Always report any situation where a child becomes distressed or angry.*
- *Consider the needs and circumstances of the child involved.*

## 21. Transporting children

In certain situations, staff or volunteers may be required or offer to transport children as part of their work. As for any other activity undertaken at work, the employer has a duty to carry out a risk assessment covering the health and safety of their staff and to manage any known risks.<sup>5</sup>

Consideration must be given to the potential distraction of the driver and the supervision of the passengers. A judgement should be made about the likely behaviour and individual needs of the child/ren. If any of them may require close supervision, then another adult should travel in the vehicle so that the driver is not distracted or compromised.

Staff should not offer lifts to children unless the need for this has been agreed by a

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<sup>5</sup> See also <https://www.gov.uk/government/publications/health-and-safety-advice-for-academys>

manager. A designated member of staff, the educational visits co-ordinator (EVC), should be appointed to plan and provide oversight of all transport arrangements and respond to any concerns that may arise.

Wherever possible and practicable it is advisable that transport is undertaken other than in private vehicles and with at least one adult additional to the driver acting as an escort.

It is a legal requirement that all passengers wear seatbelts and the driver should ensure that they do so. They should also be aware of and adhere to current legislation regarding the use of car seats for younger children.

Staff should ensure that their behaviour is safe and that the transport arrangements and the vehicle meet all legal requirements. They should ensure that the vehicle is roadworthy and appropriately insured and that the maximum carrying capacity is not exceeded.

Staff should never offer to transport children outside of their normal working duties, other than in an emergency or where not doing so would mean the child may be at risk. In these circumstances the matter should be recorded and reported to both their manager and the child's parent(s). The academy's health and safety policy and/or educational visits policy should set out the arrangements under which staff may use private vehicles to transport children.

*This means that staff should:*

- *Plan and agree arrangements with all parties in advance.*
- *Respond sensitively and flexibly where any concerns arise.*
- *Take account of any specific or additional needs of the child.*
- *Have an appropriate licence/permit for the vehicle.*
- *Ensure they are fit to drive and free from any drugs, alcohol or medicine which is likely to impair judgement and/ or ability to drive.*
- *Ensure that the need to be alone with a child is for the minimum time.*



- *Be aware that the safety and welfare of the child is their responsibility until this is safely passed over to a parent/carer.*
- *Report the nature of the journey, the route and expected time of arrival in accordance with agreed procedures.*
- *Ensure that their behaviour and all arrangements ensure vehicle, passenger, and driver safety. This includes having proper and appropriate insurance for the type of vehicle being driven.*
- *Ensure that any impromptu or emergency arrangements of lifts are recorded and can be justified.*
- *Refer to local and national guidance for educational visits.*

*This means that the academy should seek evidence that:*

- *The vehicle is safe. This means that it holds a valid MOT certificate, where relevant, that the driver certifies it has been serviced in line with the manufacturer's schedule, and that the driver carries out any pre-use checks specified by the manufacturer.*
- *The driver is suitable. This means that they hold a valid licence for the type of vehicle and meet any employer requirements.*
- *There is a valid insurance policy covering the driver and the vehicle for the intended use. This may require that the driver has 'business use' cover.*

*Evidence of the above should be retained with the risk assessment.*

## 22. Educational visits

The duties in the Health and Safety at Work etc. Act 1974 and the supporting regulations apply to activities taking place on or off the academy premises (including academy visits) in Great Britain. The academy has a Health and Safety policy, which includes policy and procedures for off-site visits, including residential visits and any academy-led adventure activities.

The Management of Health and Safety at Work Regulations (1999) impose a duty on

employers to produce suitable and sufficient risk assessments. This would include assessment of any risks to employees, children or others during an educational visit, and the measures that should be taken to minimise these risks.

Staff should take particular care when supervising children in the less formal atmosphere of an educational visit where a more relaxed discipline or informal dress and language code may be acceptable. However, staff remain in a position of trust and need to ensure that their behaviour cannot be interpreted as seeking to establish an inappropriate relationship or friendship.

Where out of academy activities include overnight stays, careful consideration needs to be given to sleeping arrangements. Children, adults, and parents should be informed of these prior to the start of the trip. In all circumstances, those organising trips and outings should pay careful attention to ensuring there is a safe staff/child ratio and suitable gender mix of staff.

Guidance is also available from the Outdoor Education Advisers' Panel

<http://oeapng.info/>

*This means that staff should:*

- *Adhere to the academy's educational visits guidance.*
- *Always have another adult present on visits, unless otherwise agreed with senior staff.*
- *Undertake risk assessments.*
- *Have parental consent to the activity.*
- *Ensure that their behaviour always remains professional.*
- *Never share beds with a child/ren.*
- *Never share bedrooms unless it involves a dormitory situation and the arrangements have been previously discussed with Principals, parents and children.*
- *Refer to local and national guidance for educational visits, including exchange visits (both to the UK and abroad) available on Exeant -*

<https://eastsussex.exeant.co.uk/>

## 23. First Aid

All schools should have an adequate number of qualified first aiders. The academy should report all serious or significant incidents to the parents e.g., by sending a letter home with the child or telephoning the parents.

Any member of academy staff may be asked to become a qualified first aider, but they cannot be required to do so unless this forms part of their contract of employment.<sup>6</sup>

## 24. Medical conditions and medication

Any member of academy staff may be asked to provide support to children with a medical condition, including the administering of medicines, but they cannot be required to do so unless this forms part of their contract of employment.<sup>7</sup>

Staff should receive sufficient and suitable training and achieve the necessary level of competency before they take on responsibility to support children with medical conditions.

Advice on managing medicines is included in the statutory guidance on supporting

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<sup>6</sup> Teachers cannot be required to do these tasks but other members of staff, whose contracts are agreed locally, can be required to do so if their contracts provide for it.

<sup>7</sup> Teachers cannot be required to do these tasks but other members of staff, whose contracts are agreed locally, can be required to do so if their contracts provide for it.

pupils at academy with medical conditions -

<https://www.gov.uk/government/publications/supporting-pupils-at-academy-with-medical-conditions--3>. The academy policy on supporting children with medical conditions will be followed.

No child under 16 should be given prescription or non-prescription medicines without their parent's written consent - except in exceptional circumstances where the medicine has been prescribed to the child without the knowledge of the parents. In such cases, every effort should be made to encourage the child or young person to involve their parents while respecting their right to confidentiality.

In circumstances where a child needs medication regularly, this would be included in their individual healthcare plan. This provides details of the level and type of support a child needs to effectively manage their medical condition in school and should include information about the medicine to be administered, the correct dosage and any storage requirements. A record of all medicines administered to individual children will be kept. Any side effects of the medication to be administered at school will be noted and parents informed.

After discussion with parents, children who are competent to do so should be encouraged to take responsibility for managing their own medicines and procedures. This could include for example, the application of any ointment, or use of inhalers or EpiPens.

If a member of staff is concerned or uncertain about the amount or type of medication being given to a child, this should be discussed with the designated safeguarding lead.

If a member of staff is concerned that a child's medical needs are not being met, because of mismanaged medicines or treatments, by the parent or the child, or repeated missed medical appointments, this should be raised with the designated safeguarding lead.

Adults taking medication which may affect their ability to care for children should seek medical advice regarding their suitability to do so and providers should ensure

that they only work directly with children if that advice confirms that the medication is unlikely to impair their ability to look after children. Employers are also responsible for managing the performance of their employees and for ensuring they are suitable to work with children.

Risk assessment is likely to recommend that staff medication on the premises must be securely stored out of reach of children.

See Supporting Students with Medical Conditions Policy for further information

## 25. Photography, videos, and other images

Many educational activities involve recording images. These may be undertaken for displays, publicity, to celebrate achievement and to provide records of evidence of the activity. Under no circumstances are staff expected or allowed to use their personal equipment to take images of children at or on behalf of the academy.

The academy has arrangements regarding the taking and use of images, which is linked to our safeguarding and child protection policy. This covers the wide range of devices which can be used for taking/recording images e.g., cameras, mobile-phones, smart phones, tablets, web cams etc. and arrangements for the use of these by staff, parents, and visitors.

Whilst images are regularly used for very positive purposes, adults need to be aware of the potential for these to be taken and/or misused or manipulated for pornographic or 'grooming' purposes. Regard needs to be given, particularly, when images are taken of young or vulnerable children who may be unable to question why or how the activities are taking place.

Staff should be sensitive to any child who appears uncomfortable in the use of photography and should recognise the potential for misinterpretation. Children who have been previously abused in a manner that involved images may feel particularly

threatened by the use of photography, filming etc.

Making and using images of children will require the age-appropriate consent of the child concerned and their parents/carers, and the child's views and wishes should be respected. Images should not be displayed on websites, in publications or in a public place without such consent. The definition of a public place includes areas where visitors to the academy have access.

For the protection of children, it is recommended that when using images for publicity purposes that the following guidance should be followed:

- If the image is used, avoid naming the child, (or, as a minimum, use first names rather than surnames)
- If the child is named, avoid using their image.
- Schools should establish whether the image will be retained for further use, where and for how long.
- Images should be securely stored and used only by those authorised to do so.

*This means that staff should:*

- *Adhere to the online policy.*
- *Only publish images of children where they and their parent/carer have given explicit written consent to do so.*
- *Only take images where the child is happy for them to do so.*
- *Only retain images when there is a clear and agreed purpose for doing so.*
- *Store images in an appropriate secure place in the academy.*
- *Ensure that a senior member of staff is aware that the photography/image equipment is being used and for what purpose.*
- *Be able to justify images of children in their possession.*
- *Avoid making images in one-to-one situations.*

*This means that adults should not:*

- *Take images of children for their personal use.*
- *Display or distribute images of children unless they are sure that they have parental consent to do so (and, where appropriate, consent from the child).*
- *Take images of children using personal equipment.*
- *Take images of children in a state of undress or semi-undress.*
- *Take images of children which could be considered as indecent or sexual.*
- *Take images of a child's injury, bruising or similar (for example, following a disclosure of abuse), even if requested by children's social care.*
- *Make audio recordings of a child's disclosure.*

## 26. Exposure to inappropriate images

Staff should take extreme care to ensure that children are not exposed, through any medium, to inappropriate or indecent images.

There are no circumstances that will justify adults making, downloading, possessing, or distributing indecent images or pseudo-images of children (indecent images of children). Accessing these images, whether using the academy's or personal equipment, on or off the premises, or making, storing, or disseminating such material is illegal.

If indecent images of children, including sexting/sharing of nudes and semi-nudes and child sexual exploitation, are discovered at the academy or on the academy's equipment an immediate referral should be made to the police and Single Point of Advice (SPOA). The images/equipment should be secured and there should be no attempt to view or delete the images as this could jeopardise necessary criminal action. If there is any implication of professional misconduct, the managing allegations procedures in the safeguarding and child protection policy should be followed, which will include early consultation with the LADO.

Adults should not attempt to investigate the matter or evaluate the material

themselves as this may lead to a contamination of evidence and the possibility that they will be at risk of prosecution themselves.

Under no circumstances should any adult use academy equipment to access pornography. Personal equipment containing pornography or links to it should never be brought into or used in the workplace. This will raise serious concerns about the suitability of the adult to continue working with children.

Staff should keep their passwords confidential and not allow unauthorised access to equipment. In the event of any indecent images of children or unsuitable material being discovered on a device the equipment should not be tampered with in any way.

For further information please refer to UK Council for Child Internet Safety Sexting in Schools and Colleges: Responding to Incidents and Safeguarding Young People UK Council for Internet Safety (UKCIS), [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#)

*This means that staff should:*

- *Abide by the academy's acceptable use and online safety policies.*
- *Ensure that children cannot be exposed to indecent or inappropriate images.*
- *Ensure that any films or material shown to children are age appropriate.*

## 27 Curriculum

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 children to ensure sensitive topics can be discussed in a safe learning environment. This plan should highlight 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., drama.



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 staff should take guidance in these circumstances from the designated safeguarding lead.

Care should be taken to comply with our policy on spiritual, moral, social, cultural (SMSC) which should promote fundamental British values and be rigorously reviewed to ensure it is lawful and consistently applied. Staff should also comply always with the policy for relationships and sex education (RSE). It should be noted that parents have the right to withdraw their children from all or part of any sex education provided but not from the National Curriculum for Science.

*This means that staff should:*

- *Have clear written lesson plans.*
- *Take care when encouraging children to use self-expression, not to overstep personal and professional boundaries.*
- *Be able to justify all curriculum materials and relate these to clearly identifiable lessons plans.*

*This means that adults should not:*

- *Enter or encourage inappropriate discussions which may offend or harm others.*
- *Undermine fundamental British values.*
- *Express any prejudicial views.*
- *Attempt to influence or impose their personal values, attitudes, or beliefs on children.*

## 28 Whistleblowing

Whistleblowing is the mechanism by which staff can voice their concerns, made in good faith, without fear of repercussion. Our academy has a clear and accessible whistleblowing section in the safeguarding and child protection policy. Staff who use

whistle blowing procedures should have their employment rights protected.

Staff should recognise their individual responsibilities to bring matters of concern to the attention of senior management, the chair of Trust Board and/or relevant external agencies and that to not do so may result in charges of serious neglect on their part where the welfare of children may be at risk.

See Staff Grievance and Whistleblowing Policy for further information.

*This means that staff should:*

- *Report any behaviour by colleagues that raises concern.*
- *Report allegations against staff and volunteers to their Principals, manager, or registered provider, or chair of Trust Board or where they have concerns about the manager's response report these directly to the LADO.*

## 29 Allegations and low-level concerns

All staff should be aware of their establishment's safeguarding procedures, including the procedures for dealing with allegations against staff and volunteers.

To safeguard and protect children and colleagues, where staff have any concerns about someone who works with children, they should immediately report this to the Principals, proprietor or senior manager in line with the academy's procedures. There is a duty to report (including self-reporting) any incident in which an adult has or may have behaved in a way that is not consistent with the academy's code of conduct including inappropriate behaviour inside, outside or work or online. Failure to report or respond to such concerns would constitute a failure in professional responsibilities to safeguard children and promote welfare.

In the event of an allegation being made, by any person, or incident being witnessed, the relevant information should be immediately recorded and reported to the Principals, senior manager or designated safeguarding lead as appropriate.

## Staff Behaviour Policy / Code of Conduct

Members of staff should feel able to discuss with their line manager any difficulties or problems that may affect their relationship with or behaviour towards children, so that appropriate support can be provided and/or action can be taken.

As part of our whole academy approach to safeguarding, we promote an open and transparent culture in which all concerns about all adults working in or on behalf of the academy (including supply teachers, volunteers, and contractors) are dealt with promptly and appropriately.

Creating a culture in which 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, is critical. This will encourage an open and transparent culture, enable our academy to identify concerning, problematic or inappropriate behaviour early minimise the risk of abuse, and ensure that adults working in or on behalf of the academy are clear about professional boundaries and act within these boundaries, and in accordance with the ethos and values of the academy.

If anyone has a 'low-level' concern this does not mean that it is insignificant. A low-level concern is any concern - no matter how small, and even if no more than causing a sense of unease or a 'nagging doubt' - that an adult working in or on behalf of the academy may have acted in a way that is inconsistent with this staff code of conduct, including inappropriate conduct outside of work, but does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO.

Examples of such behaviour could include, but are not limited to:

- Being over friendly with children.
- Having favourites.
- Taking photographs of children on their mobile phone.
- Engaging with a child on a one-to-one basis in a secluded area or behind a closed door.
- Using inappropriate sexualised, intimidating, or offensive language.

- Humiliating pupils.

Such behaviour can exist on a wide spectrum, from the inadvertent or thoughtless, or behaviour that may look to be inappropriate, but might not be in specific circumstances, through to that which is ultimately intended to enable abuse.

It is crucial that any such concerns, including those which do not meet the allegation/harm threshold, are shared responsibly with the Principals (this should include self-referral) so that they can be recorded and dealt with appropriately. Ensuring they are dealt with effectively should also protect those working in or on behalf of schools and colleges from becoming the subject of potential false low-level concerns or misunderstandings.

If the concern has been raised via a third party, the Principals will collect as much evidence as possible by speaking directly to the person who raised the concern, unless it has been raised anonymously and to the individual involved, along with any witnesses.

Where a low-level concern arises about supply staff or contractors, their employer will be notified so that any potential patterns of inappropriate behaviour can be identified.

If there is ever any doubt as to whether information which has been shared about a member of staff as a low-level concern in fact meets the harm threshold, then the LADO will be consulted.

The academy may receive an allegation relating to an incident that happened when an individual or organisation was using the premises for the purposes of running activities for children (for example, community groups, sports associations, or service providers that run extra-curricular activities). As with any safeguarding allegation, the academy will follow its safeguarding policies and procedures, including informing the LADO.

To ensure that there is clarity about how staff should behave, and to avoid

## Staff Behaviour Policy / Code of Conduct

inadvertent or thoughtless behaviour, staff should ensure that they have fully read and understood this Staff Code of Conduct.