



## **BLYTON CUM LAUGHTON CE PRIMARY SCHOOL**

### **CODE OF CONDUCT FOR STAFF AND VOLUNTEERS 2024/25**

*Blyton cum Laughton is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.*

**'Make your light shine so that others will see the good that you do and will praise your Father in heaven.' Matthew 5:16**

#### **1. Introduction**

The public is entitled to have trust and confidence in the integrity of the Blyton cum Laughton Church of England School community, its staff, governors and volunteers. The conduct of all must therefore be of the highest standard. This Code of Conduct has been prepared to help employees and volunteers on issues of conduct by providing a framework of guidelines.

#### **2. General Obligations**

Adults working at Blyton cum Laughton must all act with utmost good faith with regard to the business of the school, and do all in their power to promote the school's interests and not do anything which may adversely affect the school's reputation.

#### **3. Public Duty and Private Interest**

Off-duty hours are an employee / volunteer's own personal concern. It is important, however, that people do not put themselves in a position where their duty to the school and their private interests conflict on their ability to provide the best possible education for children and their care is compromised.

Employees and volunteers are expected to abide by the policies of the school. They must take care to ensure that their own personal or political opinions do not interfere with the provisions of balanced professional advice or their duty to carry out those policies.

#### **4. Confidentiality and Information Disclosure**

Adults working at Blyton cum Laughton must conform to the requirements of the Data Protection Act 2018 and must take all reasonable steps to ensure that the loss, destruction, inaccuracy or disclosure of information does not occur as a result of their actions. This includes information relating to school business and pupil data.

Members of staff / volunteers must not disclose personal or financial information about any other member of staff to any unauthorised person, external organisation or agency without the express consent of the individual concerned or that of the Headteacher.

Members of staff / volunteers must not use information obtained in the course of their duties to the detriment of the school or for personal gain or benefit; nor should they impart this information to others who might use it in such a way.

Confidential information belonging to the school must not be disclosed to any person not authorised to receive it.

## **5. Staff Dress Code**

To dress professionally shows pride, effort, respect for oneself and one's profession. Adults in school are role models for learners in the school; therefore they have a responsibility to model appropriate dress and appearance. The image that we project as professionals is associated with how we present ourselves; the image of the school in the community is related to how all adults in the school dress. It is therefore important to dress appropriately when acting in a professional capacity.

Adults should be neat, clean, smart and tidy, wearing clothes, including shoes, which are commensurate with their post in the school. The staff dress code is smart rather than casual. This is not a policy meant to detail every eventuality, it is up to individual staff to decide whether their appearance is appropriate guided by the principles above. For health and safety reasons jewellery should be kept to a minimum and be appropriate to the role. All employees should wear ID badges.

Blyton cum Laughton CE Primary School is committed to promote diversity and will therefore respect individual preference in terms of customs, culture, religion and tradition.

## **6. Conduct around children**

In line with the school's Low Level Concerns policy, adults in school must ensure their behaviour around children is appropriate at all times. Examples of behaviour that could require reporting of a low-level concern 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; or,
- using inappropriate sexualised, intimidating or offensive language.

Such behaviour can exist on a wide spectrum, from the inadvertent or thoughtless, or behaviour that may look 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 harm threshold (please refer to the school's Staff Code of Conduct, Disciplinary Rules and Grievance procedures), are shared responsibly and with the right person, and 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 potential false allegations or misunderstandings.

## **7. Other Employment**

Employees are not allowed to set up a business or accept employment with a business engaged in work which is in direct competition with the school.

If employees / volunteers do have another job it must not conflict with the school's interest or bring the school into disrepute.

If employees / volunteers have another job with another organisation they must not act as a messenger, go between or arbitrator between that organisation and the school. Formal channels of communication must be maintained.

Employees' / volunteers' working commitments to another employer must not interfere with their work for the school; they must be able to work for the School at the contracted/arranged times rested and refreshed.

## **8. Social Media**

Staff must not share personal information about any aspect of school life on personal social media platforms. The Headteacher has the responsibility for promoting the school via social media and may delegate this if appropriate.

## **9. General:**

Employees must ensure that they do not discriminate in recruitment and employment practices or in the delivery of services. They must also ensure that in their dealings with the local community, all members of the public are treated with respect and fairness.

Serious misconduct and/or criminal offences committed during or outside of working hours which bring employees or the school into disrepute will be the subject of disciplinary action which could lead to dismissal.

## **10. Financial Inducements, Gifts, Hospitality and Sponsorship**

Employees / volunteers must not seek or receive preferential rates by virtue of your dealings on behalf of the school. Offers of hospitality, including visits to exhibitions, business meals, social functions, etc, should only be accepted if there is a genuine need to represent the school in an official capacity.

Where an external organisation wishes to sponsor or is sought to sponsor a school activity, the above rule applies. Particular care must be taken when dealing with contractors or potential contractors.

## **11. Disciplinary Action**

Any breach of this Code of Conduct will be the subject of disciplinary action which could result in dismissal

## **12. Further Information**

- This Code of Conduct cannot cover every eventuality. Its purpose is to alert employees / volunteers to some of the matters about which queries are received. It does not replace the general requirements of the law, common sense and good conduct.
- If employees / volunteers are uncertain about what to do in a particular situation or require further information or guidance on the appropriate course of action to take in any situation they must contact the Governing Body / Headteacher for advice before they taken any action.
- Please sign the attached slip and forward it to the School Business Manager, Gerry Haynes.

---

I confirm that I have read and understood the Code of Conduct for Blyton cum Laughton CE Primary School 2024/25 and agree to abide by its contents.

Signed:

Date:

Capacity Involved with The School: