



Fullbrook
Inspired to Achieve

FULLBROOK POLICY

Staff Behaviour Policy (Code of Conduct) November 2016

Governors' Committee Responsible: Standards, Progress and Safeguarding Committee

Governor Lead: Rev M Robinson

Nominated Lead Member of Staff: Mr C Dixon

Status & Review Cycle: Statutory Annual

Next Review Date: November 2017

Staff Behaviour Policy (Code of Conduct) 2016

Governors' Committee Responsible:	Standards process and Safeguarding Committee
Governor Lead:	Rev Martin Robinson
Nominated Lead Member of Staff:	Mr Christopher Dixon
Status & Review Cycle:	Statutory Annual
Next Review Date:	November 2017

1.0 Introduction

- 1.1 This policy sets out clear guidance on the standards of behaviour expected from all staff at Fullbrook. The principles underlying the guidance aim to encourage staff to achieve the highest possible standards of conduct and minimise the risk of inappropriate conduct occurring.
- 1.2 All staff are role models to all of our students. As such we should “demonstrate the positive values, attitudes and behaviour we expect from children and young people” (Professional Standards for Teachers).
- 1.3 Staff also have an individual responsibility to maintain their reputation and the reputation of the school, both inside and outside working hours and work setting.
- 1.4 This policy applies to all staff and volunteers in the school regardless of their position, role or responsibility. References to ‘staff’ throughout the policy relate to all of the following groups:
 - 1.4.1 All members of staff including teaching and support staff
 - 1.4.2 Volunteers, including governors
 - 1.4.3 Casual workers
 - 1.4.4 Temporary and supply staff, either from agencies or engaged directly
 - 1.4.5 Student placements, including those undertaking initial teacher training and apprentices.
- 1.5 Fullbrook requires that all staff have read and agree to comply with this policy.
- 1.6 Breach or failure to observe this policy will result in action being taken under the school disciplinary procedures including, but not limited to, dismissal.
- 1.7 This code of conduct is not an exhaustive list of acceptable and unacceptable standards of behaviour. In situations where guidance does not exist in this policy staff are expected to exercise their professional judgement and act in the best interests of the pupils/students and the school.

2.0 Professional Behaviour and Conduct

- 2.1 Staff are expected to demonstrate the highest possible standards of personal and professional conduct and behaviour and consistently act with honesty and integrity. Fullbrook expects staff to treat each other, students, parents and the wider community with dignity and respect at all times.
- 2.2 Staff must act in accordance with their duty of care to students and ensure that the safety and welfare of students are accorded the highest priority.
- 2.3 Staff should show fairness in their treatment of children and avoid behaviours such as embarrassing or humiliating students, making jokes at the expense of students, discriminating against or favouring students and sarcasm.
- 2.4 Staff must show tolerance of and respect the rights of others and should uphold the fundamental British values including democracy, the rule of law, individual liberty, mutual respect, and tolerance of those with different faiths and beliefs.
- 2.5 Staff must have regard for the ethos and values of the school and must not do or say anything which may bring the school or governing body into disrepute. Care should be taken by staff to avoid any conflict of interest between activities undertaken outside school and responsibilities within school. Staff should act in accordance with the school's policies and procedures at all times.

3.0 Dress and Appearance

- 3.1 Fullbrook recognise that dress and appearance are matters of personal choice and self-expression. However, all staff must dress in a manner that is appropriate to a professional role and that promotes a professional image. All staff should conform to the expectations of the school. The school is a professional organisation and dress should reflect this.
- 3.2 Staff should dress in a manner that is not offensive, revealing or sexually provocative and in a manner that is absent from political or contentious slogans. Dress and general appearance should not incite, intimidate, break Health & Safety regulations or impede the ability to carry out our professional roles.
- 3.3 Staff should dress safely and appropriately for the tasks they undertake. Dress should be appropriate to the staff role.
"Appropriate role" examples:
 - Denim should not be worn;
 - Whilst shirt & ties should be worn by male classroom based staff, PE staff are expected to wear tracksuits or other sporting clothing;
- 3.4 Tattoos and body art should be covered while staff are in school. Discreet earrings are acceptable but all other body piercings should be removed or covered while on school premises.
- 3.5 Identity badges should be worn at all times.

- 3.6 In hot weather, the need to be comfortable while teaching is recognised as important but staff should consider if the items such as t-shirts, sleeveless tops or crop tops are sufficiently modest. In very hot weather, male staff may choose not to wear a tie.
- 3.7 Footwear:
Trainers are only appropriate for PE staff.
For health & safety reasons, teaching staff are strongly advised not to wear backless shoes/sandals.
Staff who work in workshops or laboratories are particularly advised to wear appropriate footwear.
Flip flops are not acceptable footwear.
- 3.7.1 The school may not be able to support staff who do not follow the Health & Safety advice, in the case of a claim for injuries where inappropriate footwear may have contributed.

4.0 Smoking, alcohol, e-cigarettes and other substances

- 4.1 Fullbrook is a non smoking site. Staff must not smoke or use e-cigarettes on school premises or in the vicinity of the school gates. Any member of staff wishing to smoke or use an e-cigarette must leave the school grounds.
- 4.2 Staff must not smoke or use an e-cigarette whilst working with or supervising students offsite.
- 4.3 Staff must not consume or be under the influence of alcohol, illicit drugs or other illegal substances on or near school premises.
- 4.4 Staff on duty must refrain from the consumption of alcohol and other substances at school/student events (i.e. Leaving Proms, residential visits) both within the school premises and outside the school setting.

5.0 Relationships with Students

- 5.1 Staff must maintain professional boundaries with students appropriate to their position and must always consider whether their actions are warranted, proportionate, safe and applied equitably. Staff should act in an open and transparent way that would not lead any reasonable person to question their actions or intent. Staff should think carefully about their conduct so that misinterpretations are minimised.
- 5.2 Staff must not establish or seek to establish social contact with students for the purpose of securing a friendship or to pursue or strengthen a relationship. If a young person seeks to establish social contact you should exercise your professional judgement in making a response and be aware that such social contact could be misconstrued.
- 5.3 Staff must not develop personal or sexual relationships with students and should not engage in any sexual activity with a student. Sexual activity does not just involve physical contact including penetrative and non-penetrative acts.
- 5.4 Working Together to Safeguard Children¹ defines sexual abuse as ... 'forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is

¹https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf

aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

- 5.5 Staff should be mindful of section 16 of The Sexual Offences Act 2003².
- 5.6 Staff must not make sexual remarks to a student, discuss their own sexual relationships with, or in the presence of, students or discuss a student's sexual relationships in an inappropriate setting or context.
- 5.7 Fullbrook's authorised mechanisms are: Record book; School's authorised Email address with relevant responsibility holder copied in; Show my Homework; VLE. Personal phone numbers, email addresses or communication routes via all social media platforms should not be used and staff should not share their home address with students. If contacted via an inappropriate route the member of staff must inform the Headteacher immediately.
- 5.8 Fullbrook staff must not accept friend invitations or become friends with any student of Fullbrook on any social media platform. Staff should also refrain from following/must not follow the Twitter or other similar social media accounts of students or their parents. (If a legitimate need arises this must be discussed with a relevant line manager before an action is taken). Staff must read the school's e-safety policy carefully and follow all advice and guidance contained within it.

6.0 Infatuations

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

7.0 Gifts/Hospitality

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

² Section 16 of The Sexual Offences Act 2003 provides that it is an offence for a person aged 18 or over (e.g. teacher, youth worker) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual. A situation where a person is in a position of trust could arise where the child is in full-time education and the person looks after children under 18 in the same establishment as the child, even if s/he does not teach the child.

- 7.3 Staff must not accept significant gifts over the value of £25, or hospitality from students, parents, carers, actual or potential contractors or outside suppliers. All such gifts/offers of hospitality should be reported to your line manager and recorded.
- 7.4 Personal gifts must not be given by staff to students and any reward to students should be in accordance with Fullbrook's conduct policy, recorded and not based on favouritism.

8.0 Physical Contact with Students

- 8.1 There are occasions when it is entirely appropriate and proper for staff to have physical contact with students, but it is crucial that they only do so in ways appropriate to their professional role. A 'no touch' approach is impractical for most staff and may in some circumstances be inappropriate. When physical contact is made with students it should be in response to their needs at that time, of limited duration and appropriate to their age, stage of development, gender, ethnicity and background.
- 8.2 Where feasible, staff should seek the child's permission before initiating contact. Staff should listen, observe and take note of the child's reaction or feelings and, so far as is possible, use a level of contact which is acceptable to the child for the minimum time necessary.
- 8.3 It is not possible to be specific about the appropriateness of each physical contact, since an action that is appropriate with one child in one set of circumstances may be inappropriate in another, or with a different child. Staff should therefore, use their professional judgement at all times.
- 8.4 Staff should be aware that even well intentioned physical contact may be misconstrued by the child, an observer or by anyone to whom this action is described. Staff should never touch a child in a way which may be considered indecent. Always be prepared to explain actions and accept that all physical contact be open to scrutiny. Staff must not engage in rough play, tickling or fun fights with students.
- 8.5 Extra caution should be exercised where a child is known to have suffered previous abuse or neglect. Such experiences may sometimes make a child exceptionally needy and demanding of physical contact and staff should respond sensitively by deterring the child through helping them to understand the importance of personal boundaries.
- 8.6 Staff supervising PE and games or providing musical tuition should demonstrate the use of a particular piece of equipment/instrument on another member of staff if possible. However, they may be required to initiate physical contact with students to support a child to perform a task safely, to demonstrate the use of a particular piece of equipment/instrument or to assist them with an exercise. Contact under these circumstances should be done with the student's agreement, for the minimum time necessary and in an open environment. Staff should remain sensitive to any discomfort expressed verbally or non-verbally by the student.
- 8.7 Physical contact must never be secretive, for the gratification of the adult or represent a misuse of authority.

- 8.8 If a member of staff believes that an action could be misinterpreted, the incident and circumstances should be reported to your line manager, recorded and, if appropriate, a copy placed on the child's file.
- 8.9 Staff should refer to Fullbrook's Conduct Policy and Intimate Care Policy (currently in draft 29/09/2016)

9.0 Child in distress

- 9.1 Physical contact with students is not advised and in most situations should be avoided. (See 8.0 Physical contact with students)
- 9.2 There may be occasions when a pupil/student is in distress and in need of comfort as a reassurance. This may include age appropriate physical contact. Staff should remain self-aware at all times in order that their contact is not threatening, intrusive or subject to misinterpretation.
- 9.3 Such incidents should always be recorded and shared with your line manager. If you have a particular concern about the need to provide this type of care and reassurance you should seek further advice from your line manager.

10.0 Showers and changing

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

11.0 One to one situations

- 11.1 Staff working individually with students should be aware of the potential vulnerability of students and staff in such situations. Staff should manage these situations with regard to the safety of the student and to themselves.
- 11.2 Individual work with students should not be undertaken in isolated areas or rooms where there is no external viewing panel.
- 11.3 Where it is necessary to close doors for reasons of confidentiality, the door should remain slightly ajar and a colleague should be made aware of this and asked to remain vigilant.
- 11.4 Where a sole student is in inclusion, isolation or on a staggered start day, they should be housed in the head's corridor or in the head of learning suite. The member of staff on duty should not remain alone with a sole student in the inclusion room. (Where two students are in the inclusion room, and one has permission to leave the room for a short period, then it is acceptable to wait for a period of 10 minutes for their return, after which the duty staff should take the sole student to the head's corridor).

12.0 Transporting students

- 12.1 In certain circumstances it may be appropriate for staff to transport students offsite, for example sports fixtures, swimming lessons or other out of school activities. A designated member of staff should be appointed to plan and provide oversight of all transport arrangements and to respond to any difficulties that may arise. (See Trips and Visits policy).
- 12.2 Staff should ensure that the transport arrangements and the vehicle meet all legal requirements. Staff should ensure that the driver has the appropriate license for the vehicle, that the vehicle is roadworthy, has a valid MOT certificate and is appropriately insured and that the maximum capacity is not exceeded.
- 12.3 Staff should ensure that the driver is not distracted while the vehicle is in motion for any reason other than an emergency and should also ensure all passengers are wearing correctly fastened seatbelts. Staff should never transport students while under the influence of alcohol or drugs.
- 12.4 Prior to transporting students offsite consent must be obtained from students' parent/guardian and staff should be aware that the safety and welfare of the students is their responsibility until this is safely passed back to their parent/carer.
- 12.4b In general, staff should not transport a student in their privately owned vehicle. If it is necessary permission must be sought from two members of SLT
- 12.5 Where it is necessary to transport a student in a member of staff's privately owned vehicle, this is covered by Fullbrook's Business occasional use cover insurance policy. Staff should ensure that the vehicle meets all legal requirements. Staff must have the appropriate license for the vehicle, ensure that the vehicle is roadworthy, has a valid MOT certificate and is appropriately insured and that the maximum capacity is not exceeded. Parental consent must be given for a student to be transported in member of staff's privately owned vehicle.
- 12.6 In certain circumstances it may be necessary for students to be transported in a taxi or private hire vehicle. Parental consent must be received before this takes place. The vehicle must be booked through a school approved service.

13.0 Online Safety

- 13.1 Staff should follow Fullbrook's School's e-Safety policy for staff and the Acceptable Use Policy at all times and have regard for Fullbrook's online Safety policy for pupils.
- 13.2 Mobile phones and personally-owned devices such as tablets may not be used during lessons or formal school time (e.g. lesson, assembly, tutor time). They should be switched off (or silent) at all times. The Bluetooth functionality of a mobile phone or tablet may not be used to send images or files to other mobile phones. Mobile phones and personal devices are not permitted to be used in certain areas within the school site at all such as changing rooms and toilets.

14.0 Photography, video and images of children

- 14.1 Many school activities involve recording images as part of the curriculum, extra school activities, publicity or to celebrate an achievement. In accordance with The Data Protection Act 1998 the image of a student is personal data. Therefore, it is a requirement under the Act for consent to be obtained from the parent/guardian of a student for any images made. It is also important to take into account the wishes of the student, remembering that some students do not wish to have their photograph taken or be filmed.
- 14.2 Using images for publicity purposes will require the age-appropriate consent of the individual concerned and their parent/guardian. Images should not be displayed on websites, in publications or in a public place without their consent. Staff should also be clear about the purpose of the activity and what will happen to the photographs/images/video footage when the lesson or activity is concluded.
- 14.3 Photographs/stills or video footage of students should only be taken using school equipment for purposes authorised by the school and should be stored securely and only on school equipment.
- 14.4 Staff should ensure that their line manager is aware of the proposed use of photographic/video equipment and that this is recorded in lesson plans. All photographs/stills and video footage should be available for scrutiny and staff should be able to justify all images/video footage made.
- 14.5 Staff should remain aware of the potential for images of students to be misused to create indecent images of children and/or for grooming purposes. Therefore, careful consideration should be given to how activities which are being filmed or photographed are organised and undertaken. Particular care should be given when filming or photographing young or vulnerable students who may be unable to question how or why the activities are taking place. Staff should also be mindful that students who have been abused through the use of video or photography may feel threatened by its use in a teaching environment.

15.0 Confidentiality

- 15.1 Members of staff may have access to confidential information about students, their parents/carers or their siblings. Staff must not reveal such information except to those colleagues who have a professional role in relation to the student on a need to know basis.
- 15.2 Staff should never use confidential or personal information about a student or her/his family for their own, or others' advantage (including that of partners, friends, relatives or other organisations). Information must never be used to intimidate, humiliate, or embarrass the student.
- 15.3 All staff are likely at some point to witness actions which need to be confidential. For example, where a student is bullied by another student, this needs to be reported and dealt with in accordance with the appropriate school procedure. It must not be discussed outside the school, including with the student's parent or carer, nor with colleagues in the school except by a senior member of staff with the appropriate authority to deal with the matter.

- 15.4 Staff have a statutory obligation to share with Fullbrook's Designated Safeguarding Lead or Deputy Designated Safeguarding Lead any information which gives rise to concern about the welfare or safety of a student or that might suggest a student is in need or at risk of significant harm. Staff should pass on information without delay in accordance with Fullbrook's Safeguarding policy and procedures and this should be recorded. Staff must never promise a student that they will not act on or pass on any information that they are told by the student.
- 15.5 Staff should refer to the Department of Education's document Information sharing: advice for practitioners providing safeguarding services³ for further guidance on information sharing. If you are in any doubt about whether to share you should seek guidance from a member of the senior leadership team.
- 15.6 Any media or legal enquiries should be passed to the senior leadership team and only approved staff and Governors should communicate to the media about the school.

16.0 Whistleblowing

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

17.0 Compliance

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

³https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419628/Information_sharing_advice_safeguarding_practitioners.pdf

Appendix 1

Confirmation of compliance

I hereby confirm that I have read, understood and agree to comply with Fullbrook's staff behaviour policy.

Name

Position/Post Held.....

Signed

Date

Once completed, signed and dated, please return this form to the PA to the Headteacher