



Code of Conduct

Ratified Date:	25 th March 2019
Signed:	
	Lynne Thornton, Chair of Governors
Review Date:	Last reviewed – 2 nd March 2020 Next review due – March 2021

REVIEW SHEET

The information in the table below provides details of the earlier versions of this document and brief details of reviews and, where appropriate amendments which have been made to later versions.

Version Number	Version Description	Date of Revision
1	Original	May 2019
2	No amendments made.	March 2020

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Statement of Intent

Cumbria Academy for Autism expects all of its pupils to receive the highest possible quality of teaching and learning within a positive and respectful environment.

Employees should understand that their own behaviour and the manner in which they conduct themselves with their colleagues, pupils, parents and other stakeholders, sets an example.

The governing body of Cumbria Academy for Autism School recognises that the majority of staff members act appropriately and treat each other with dignity and respect. However, we consider it important to clarify the expected standards.

This document forms part of a staff member's employment contract and failure to comply with it and with the associated policies may result in disciplinary action being taken, including legal action where it is warranted.

This document applies to all staff members who are employed by the school, including the Headteacher.

But this document does not apply to:

- Peripatetic staff members who are centrally employed by the LA.
- Employees of external contractors and providers of services.

CODE OF CONDUCT

1. School policies

1.1. This Code of Conduct should be read and adhered to in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Health and Safety Policy
- Data Protection Policy
- Equal Opportunities Policy

2. Appearance and dress

2.1. The expectations of the governing body are that staff members:

- 2.1.1. Ensure that their appearance is clean and neat when at work or representing the school.
- 2.1.2. Dress in a manner that is appropriate to their role.
- 2.1.3. Remember that they are role models for pupils and that their dress and appearance should reflect this.
- 2.1.4. Do not dress in a way that would cause embarrassment to pupils, parents, colleagues or other stakeholders.
- 2.1.5. Jewellery should not be ostentatious.
- 2.1.6. Have no visible tattoos that may be considered offensive to pupils, parents, colleagues or other stakeholders.

3. Attendance

- 3.1. Our expectations are that staff members:
- 3.1.1. Attend work in accordance with their contract of employment and associated terms and conditions in relation to hours, days of work and holidays.
 - 3.1.2. Make routine medical and dental appointments outside of their working hours or during holidays, where possible.
 - 3.1.3. Refer to the school's policy on special leave if they need time off for any reason other than personal illness.
 - 3.1.4. Follow the school's absence reporting procedure when they are absent from work due to illness or injury.

4. Professional behaviour and conduct

- 4.1. Staff members are expected to treat other colleagues, pupils, parents, and external contacts with dignity and respect.
- 4.2. Discrimination, bullying, harassment or intimidation, including physical and verbal abuse, will not be tolerated at the school.
- 4.3. Staff members must not misuse or misrepresent their position, qualifications or experience or bring the school into disrepute.
- 4.4. Staff members must inform their Head Teacher if they are subject to a criminal conviction, caution, ban, police enquiry, investigation or pending prosecution.

5. Safeguarding children

- 5.1. Our expectations are for staff members to:
- 5.1.1. Act in an open and transparent way that would not lead to any suspicion about their actions or intent.
 - 5.1.2. Respect their duty to protect children and young people from harm and to maintain professional boundaries.
 - 5.1.3. Read and understand school policies on child protection and safeguarding, including their obligations to undertake a Disclosure and Barring Service (DBS) check.
 - 5.1.4. Follow the school Safeguarding and whistle blowing policies.

6. Declaration of interests

- 6.1. Staff members are required to declare their interests where the group or organisation would be considered to be in conflict with the ethos of the school. Membership to a trade union or staff representative group would not need to be declared.
- 6.2. Staff members should also carefully consider whether they need to declare their relationship with any individual where this might cause a conflict with school / academy activities.
- 6.3. Failure to make a relevant declaration of interests is a very serious breach of trust and, therefore, if employees are in doubt about a declaration, they are advised to contact the school / academy or trade union.
- 6.4. All declarations, including nil returns, should be submitted in writing to the Headteacher on the Register of Business Interests.

7. Probity of records

7.1. The deliberate falsification of documents is not acceptable. Where a staff member falsifies records or other documents, including those held electronically, this will be regarded as a serious disciplinary matter and potentially a criminal offence.

7.2. Where a staff member has claimed any benefit, either directly or indirectly, or has failed to disclose their full earnings, this will be treated as gross misconduct and the employee may be dismissed and referred to the police.

8. Financial inducements

8.1. Staff members must:

8.1.1. Familiarise themselves and comply with the school's financial regulations.

8.1.2. Declare to the Head via the Business Manager who will keep a record, in writing, any gifts received, with the exception of small cost "one off" donations from parents to the whole school or team at times of celebration and occasions e.g:

8.1.2.1. Low cost, functional items suitable for business rather than personal use and displaying the supplier's logo. These items may be accepted.

8.1.2.2. Gifts offered by parents or pupils to school staff to express their gratitude, but staff members should always refuse gifts of money.

8.1.2.3. Hospitality in the shape of meals and drinks where it forms part of a normal business meeting but offers to specific events should only be accepted after authorisation from the governing body.

8.1.2.4. Authorised visits by employees to exhibitions, demonstrations, conferences, business meals and social functions in connection with the school's business, which shall be at the school's expense.

8.1.3. Not accept a personal gift, payment, or other incentive, from a business contact, which should be returned.

8.1.4. Declare any gift that cannot be returned, to the governing body, who will decide how it will be used.

9. School contacts

9.1. Staff members shall not use school business contacts for acquiring materials or services at trade / discount prices for non-school activities and personal use, unless participating in concessionary schemes arranged by trade unions or other such groups.

10. Health and safety

10.1. Staff members must:

10.1.1. Be familiar with and adhere to the school's Health and Safety Policy and must ensure that they take every action to keep themselves and everyone in the school environment safe and well.

10.1.2. Comply with health and safety regulations and use any safety equipment and protective clothing which is supplied to them.

10.1.3. Comply with hygiene requirements.

10.1.4. Comply with accident reporting requirements.

10.1.5. Inform their line manager of any paid work which is undertaken elsewhere for compliance with Working Time Regulations.

11. Alcohol, smoking and illegal drugs

11.1. The taking of illegal drugs or alcohol during working hours is unacceptable and will not be tolerated. Staff members are expected to attend work without being under the influence of alcohol or illegal drugs.

11.2. If alcohol or drug usage impacts on a staff member's performance, the school has the right to discuss the matter with the employee and take appropriate action, including referral to the police.

11.3 Smoking is not allowed on site or in view of the school. If staff are addicted to smoking they will need to leave the premises and not be visible to the pupils.

12. School premises, equipment and communication

12.1. School equipment and systems are available only for school / academy related activities and should not be used for the fulfilment of another job or for personal use, unless specifically authorised by the Headteacher.

12.2. Illegal, inappropriate or unacceptable use of school equipment or communication systems may result in disciplinary action and, in serious cases, could lead to an employee's dismissal.

12.3. Employees receiving inappropriate communication or material or who are unsure about whether something he / she proposes to do might breach this Policy, should seek advice from the Headteacher.

12.4. The school reserves the right to monitor e-mails, phone calls, internet activity or document production, principally in order to avoid offensive or nuisance material and to protect systems from viruses, but also to ensure proper and effective use of systems.

12.5. Communication systems may be accessed when the school suspects that the employee has been misusing systems or facilities, or for the investigation of suspected fraud or other irregularity.

12.6. Passwords should not be shared and access to computer systems must be kept confidential except on the express request of the Headteacher or Systems Manager. Breach of this confidentiality may be subject to disciplinary action.

12.7. School equipment that is used outside school premises, for example laptops, should be returned to the school when the employee leaves employment or if requested to do so by the Headteacher.

13. School networking & websites

13.1. Employees must not access social networking sites for personal use during classes.

13.2. Access to some journals, blogs and social networking sites is permitted during classes for the purposes of undertaking job related duties only.

13.3. Employees must act in the best interests of the school and not disclose personal data or information about any individual, including staff members, children and young people.

13.4. Staff members should not 'friend' pupils on social networking websites.

13.5. Access may be withdrawn and disciplinary action taken if there is a breach of confidentiality or defamatory remarks are made against any individual at the school.

13.6 Internet Users must not display, access, use, extract, store, distribute, print, reveal or otherwise process any kind of image, document or other material which is sexually explicit or offensive in any other way, on any School system. This activity would be a violation of the Schools policies, particularly those relating to conduct and discrimination.

14. Data protection

14.1. Staff members are required, under the Data Protection Act 2018, to collect, maintain and dispose of sensitive or personal data in a responsible manner.

14.2. Staff members should not disclose sensitive information about the school, its employees, or the local authority, to other parties, unless it gives rise to concerns about the safety or welfare of a pupil.

14.3. Staff members have the right to request access to data that is held about them and such requests should be made to the Headteacher.

15. Mobile Phones

15.1 Mobile phones may be carried by staff members during work hours but personal calls should only be made during breaks and out of school hours.

15.2 Staff should model appropriate behaviour with their phone considering its appearance, logo, cases and ideally be locked so that personal content cannot be accessed in school.

15.3 Staff should not use their phone to take photos and recordings of pupils unless in an emergency situation which would be declared at the first opportunity. Being found to have images of pupils without consent could result in disciplinary action.

16. Intellectual Property and Copyrights

16.1 All intellectual property rights, (that is copyright, design rights and the right to patent inventions) relating to anything created or invented by you in the course of your duties belongs automatically to the School.

16.2 Unless otherwise agreed, you cannot exploit the rights to any such thing without written permission from the Headteacher.

17. Publications and Dealing with the Press

17.1 You must not:

- Publish any material which comments on the activities, policies etc of the School without the consent of the Head Teacher or Principal.
- Make comments to the press or media unless specifically authorised to do so by the Headteacher.

17.2 Where requests for comments are received they should be passed on to the Head Teacher or Principal, who may then wish to seek advice from the press office.

17.3 Where you wish to publish an article unconnected with the School then the article must not link you to the School.

18. Fitness for work

18.1 If taking medication you must seek the advice of your doctor to ensure that such medication will not impede your ability to do the job required.

18.2 Inform your Headteacher or Line Manager of any situations where a risk to yourself or others may arise because of your health and fitness.

18.3 You have the right to assistance as an employee who are required to take legally prescribed drugs and whose levels of performance has been impaired. In these circumstances a risk assessment will be undertaken.

19. Identity Badges

19.1 The school uses coloured lanyards and identity badges for all staff and visitors as well as access to doors and areas. There is a general presumption that all teachers and support staff issued with identity cards/badges wear them at all times including in the school and when they represent the school.

Where the Headteacher decides that it is not practical to wear identity badges then you should have them available for inspection at all times to identify who you are.

20. Conduct outside of work

20.1 Staff must not engage in conduct outside work which could seriously damage the reputation and standing of the school or the employee's own reputation or the reputation of other members of the school community.

20.2 In particular, criminal offences that involve violence or possession or use of illegal drugs or sexual misconduct are likely to be regarded as unacceptable.

20.3 Staff must exercise caution when using information technology and be aware of the risks to themselves and others.

20.4 Staff may undertake work outside school, either paid or voluntary, provided that it does not conflict with the interests of the school nor be to a level which may contravene the working time regulations or affect an individual's work performance.

20.5 Staff must not engage in inappropriate use of social network sites which may bring themselves, the school, school community or employer into disrepute.