

Wallace Fields Infant School and Nursery



Code of Conduct for Staff (Staff Behaviour Policy)

Wallace Fields Infant School and Nursery is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Reviewed: September 2023

Next Review: September 2024

Wallace Fields Infant School is proud to be a part of South Farnham Educational Trust.



Document History

Date	Version	Amended By	Comment (e.g. reason for version change)
September 2016	1	Katie Muir	Annual policy review. Updated policy ensuring it is in line with the Surrey Model Policy as well as Keeping Children Safe in Education 2016.
September 2016	2	Nicky Mann	Final proof reading before shared with staff
23.11.16	2	Ceri Jewell	Added Governors to 1.4.2
07.09.17	3	Katie Muir	Annual Policy Review
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11.07.19	5	Roisin Sharp	Annual Policy Review
15.07.20	6	Roisin Sharp	Annual Policy Review COVID-19 Appendix
06.01.21	7	Jamie Hallums	Covid 19
08.02.21	8	Tara Cooke	Social Media Appendix
01.09.2021	9	Tara Cooke	Annual policy review. Updated policy ensuring it is in line with the Surrey Model Policy as well as Keeping Children Safe in Education 2021
15.6.2023	10	Annabel Male	Annual policy review. Added in section on use of social media checks for due diligence.

Staff Behaviour Policy

September 2023



Committee Responsible: Safeguarding Committee
Governor Lead: Ilinka Budds
Nominated Lead Member of Staff: Anita Kelly, Roisin Hearne, Katie Muir,
Annabel Male
Status & Review Cycle: Statutory Annual
Next Review Date: September 2024



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Safeguarding Statement 2023

"It could happen here"

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all children.

We make every effort to provide an environment in which children and adults feel safe, secure, valued and respected.

The purpose of this policy is to provide staff, volunteers and governors with the framework they need in order to keep children safe and secure in our school by ensuring all staff uphold the expected professional standards and behaviours.

Key Personnel

The Designated Safeguarding Lead (DSL) is: Anita Kelly

Contact details: email: akelly@sfet.org.uk

Telephone: **02083940647**

The deputy DSL(s) is/are: Katie Muir, Annabel Male, Roisin Hearn

Contact details: email: amale@wfis.sfet.org.uk kmuir@sfet.org.uk rhearne@sfet.org.uk

Telephone: **02083940647**

The nominated child protection governor is: Ilinka Budds Contact details: email:

ibudds@sfet.org.uk

The Headteacher is: Katie Muir

Contact details: email: kmuir@sfet.org.uk

Telephone: **02083940647**

The Chair of Governors are: Alice Feldwick and James Bradshaw

Contact details: email: afeldwick@sfet.org.uk and jbradshaw@sfet.org.uk

Local Authority Designated Officer (LADO)

Monday to Friday from 9am to 5pm

The LADO Service manages allegations against individuals who work or volunteer with children in Surrey. If you have a concern regarding someone who works with children please contact the LADO on **0300 123 1650** or LADO@surreycc.gov.uk.

For child protection concerns about a child, the MAP support team will be contacted.

Telephone: 0300 470 9100

Terminology

Safeguarding and promoting the welfare of children is defined as:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
- taking action to enable all children to have the best outcomes.

Staff refers to all those working for or on behalf of the school, full or part time, temporary or permanent, in either a paid or voluntary capacity.

Child(ren) includes everyone under the age of 18. On the whole, this will apply to pupils of our school; however the policy will extend to visiting children and students from other establishments

Parents/Carers refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents.

Social media refers to all forms of communication through internet, web based applications, text and instant messaging.

Introduction

This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004; the Education Act 2002.

The policy also reflects, both statutory guidance 'Keeping Children Safe in Education' 2023 (KCSIE), Teacher Standards 2012 and Surrey Safeguarding Children Board (SSCB) Procedures.

The Governing body takes seriously its responsibility under section 175 of the Education Act 2002 to safeguard and promote the welfare of children.

This policy applies to all members of staff in the school as defined in the terminology

Policy Principles & Values

This policy sets out the standards of behaviour expected from all staff at Wallace Fields Infant School & Nursery.

School requires that all staff have read and agree to comply with this policy. Breach or failure to observe this policy will result in action being taken under the school disciplinary procedures. As detailed in KCSIE 2023 failure to observe this policy will result in a record kept as a 'low level concern' or LADO referral.

This policy is not exhaustive and all staff are expected to exercise their professional judgement to act in the best interests of the children and school at all times.

Policy Aims

To demonstrate the school's commitment with regard to upholding staff professional standards.

To support staff with their responsibilities to safeguard children and to act appropriately by following the expected code of conduct.

To encourage staff to minimise the risk of inappropriate conduct occurring and thereby enable staff to set a good example to children within the school.

Compliance

All staff must complete the Google Docs form to confirm they have read, understood and agree to comply with this policy. This form will be sent to you via email.

Professional Behaviour and Conduct

All staff are expected to demonstrate consistently high standards of personal and professional conduct.

All staff must uphold public trust in their professional position and maintain high standards of ethics and behaviour, within and outside school, by:

- treating children with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to professional position
- having regard for the need to safeguard children's well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit children's vulnerability or might lead them to break the law
- All staff must have proper and professional regard for the ethos, policies and practices of the school in which they work and teach, and maintain high standards in their own attendance and punctuality.
- All staff must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities
- All staff should avoid any conflict of interest between activities undertaken outside school and responsibilities within school.
- Staff are expected to act in accordance with the school's policies and procedures at all times.

Parents/Carers as employees

It is acknowledged that some staff also have children who attend the school. It is recognised that in these cases the staff fulfil a dual role of parent and employee.

Parents/carers as employees should ensure that they uphold boundaries between the two roles and that their behaviour does not constitute a conflict of interest. For example, they must maintain the same level of confidentiality despite social expectations. Parent-staff should discuss any inter-role conflict with their line manager.

Dress and Appearance

All staff are expected to dress smartly and professionally in a manner that is appropriate to their role.

Staff should dress in a manner that is not offensive or revealing and in a manner that is absent from political or contentious slogans.

Staff must dress safely and appropriately for the tasks they undertake.

Staff are encouraged to dress in active-wear for the days they teach PE.

Examples of inappropriate dress code: denim attire, jeans, trainers, flip flops, vest tops/spaghetti straps, short skirts, shorts, strapless tops or dresses, tracksuits.

Gifts & Hospitality

Staff should not accept any gift/offer of hospitality that may be assessed as an inappropriate inducement by others.

It is unacceptable to receive gifts on a regular basis or to suggest to children that gifts are appropriate or desired. If you are unsure whether to accept a gift staff should consult their line manager. However, there may be occasions where pupils/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.

Staff must not accept significant gifts or hospitality from children, parents/carers, actual or potential contractors or suppliers. Staff must report to their line manager all gifts/offers of hospitality and ensure these are recorded.

Personal gifts must not be given by staff to pupils and any reward to pupils should be in accordance with the appropriate school policy.

Smoking, alcohol, e-cigarettes and other substances

School is a non-smoking site. Staff must not smoke or use e-cigarettes on the school premises or outside the school gates.

Staff must not smoke or use e-cigarettes whilst supervising children on a school trip offsite.

Staff must not be under the influence of drugs or unlawful substances on or near school premises.

Staff should be cautious in the consumption of alcohol at school community activities.

Relationships

Staff must maintain appropriate professional boundaries in their interactions with children. Staff should act in an open and transparent way that would not lead any reasonable person to question their actions or intent.

Staff must not establish or seek to establish social contact with children for the purpose of securing a friendship or to pursue or strengthen a relationship. If a child seeks to establish social contact staff should exercise professional judgement when responding and be aware that such social contact could be misconstrued.

Staff must not develop personal or sexual relationships with children and should not engage in any sexual activity with a child.

Staff should be familiar with the contents of Working Together to Safeguard Children 2018, Keeping Children Safe in Education 2023 and the definition of sexual abuse.

Staff should be familiar with sections 15A and 16 of The Sexual Offences Act 2003, regarding communication with children and the abuse of a position of trust.

Staff must not make sexual remarks to a child or discuss their own sexual relationships with, or in the presence of, children or discuss a child's sexual relationships in an inappropriate context.

Staff should not follow or become friends with any pupil or parent/carer of a pupil on any social media platform. However we understand that there may be exceptions to this rule if the staff member is a parent/carer for example. If this is the case the staff member should be vigilant and exercise caution and maintain a high level of professionalism at all times when using social media.

Staff must ensure they are familiar with and comply with the school's e-safety policy.

It is not unusual for pupils or, sometimes, their parents/carers to develop infatuations towards members of staff. All such situations must be responded to sensitively to maintain the dignity of those concerned. 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 staff must be reported to their line manager.

Intimate/Personal care

Staff should comply with the school 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 must be 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. A signed record should be kept of all intimate and personal care tasks undertaken.

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 at all times and 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 in order 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.

First Aid/Medication

When administering first aid, wherever possible, staff should ensure that another adult is present, or aware of the action being taken.

After discussion with parents/carers, children who are competent should be encouraged to take responsibility for managing their own medicines and procedures.

If a member of staff is concerned or uncertain about the amount or type of medication being given to a child, provided by a parent/carer or prescribed, this should be discussed with **Anita Kelly (Designated Safeguarding Lead)**

Staff 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.

Staff medication on the premises must be securely stored and out of reach of children at all times.

Physical contact with children

There are occasions when it is entirely appropriate and proper for staff to have physical contact with children, it is crucial that they only do so in ways appropriate to their professional role.

When physical contact is made with children it must be in response to their needs at that time, of limited duration and appropriate to their age, stage of development, gender, ethnicity and background.



Staff must seek the child's permission before initiating contact. Staff must observe and take note of the child's reaction or feelings and use a level of contact which is acceptable to the child for the minimum time necessary. Staff must use their professional judgement at all times.

Staff must never touch a child in a way which may be considered inappropriate.

Staff must not engage in rough play, tickling or fun fights with pupils.

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. Staff should respond sensitively by deterring the child through helping them to understand the importance of personal boundaries.

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 to support a child to perform a task safely or to assist them. Contact under these circumstances must be done with the pupil's agreement, for the minimum time necessary and in an open environment.

Physical contact must never be secretive, for the gratification of the adult or abuse a position of trust. If a member of staff believes that an action could be misinterpreted, the incident and circumstances should be reported to their line manager, recorded and, if appropriate, a copy placed on the child's file.

Staff must refer to the schools Positive Handling Policy.

There may be occasions when a pupil is in distress and in need of reassurance. This may include age appropriate physical contact. Staff should remain self-aware at all times in order to avoid misinterpretation of their actions. Such incidents should always be recorded and shared with their line manager. If staff have a particular concern about the need to provide this type of care and reassurance they should seek further advice from their line manager.

Changing

Children now arrive at school in their PE kits. If there are circumstances where children are required to get changed for any reason children are entitled to respect and privacy whilst they are changing. Supervision by staff should be appropriate to the needs and age of the children and sensitive to the potential for embarrassment.

Personal and school devices with a camera or video function must not be taken into areas where children are changing.

One to one situations

Staff working individually with children should be aware of the potential vulnerability of the child and staff in such situations. Staff should manage these situations with regard to the safety of the child and to themselves.



Individual work with children must not be undertaken in isolated areas or rooms with no external viewing panel. External viewing panels must be kept free of obstructions at all times. Where it is necessary to close doors for reasons of confidentiality a colleague must be made aware of this and asked to remain vigilant.

Transporting pupils

In certain circumstances it may be appropriate for staff to transport pupils offsite for 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.

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.

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 fitted, maintained and fastened seatbelts or if required appropriate child restraints/car seat. Staff should never transport pupils/students while under the influence of alcohol or drugs.

Prior to transporting children offsite consent must be obtained from the child's parent. All staff must be aware that the safety and welfare of the child is their responsibility until the child is safely passed back to their parent.

In rare circumstances, staff may be required to transport children in their own car. If this is the case then the staff member must have business insurance and the child/ren must be using appropriate child restraints/car seats. In these instances a second adult should be in the front passenger seat to ensure the driver remains focused and is not distracted. This also ensures adequate safeguarding measures are in place.

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 school premises (including school visits) in the UK. The school has a Health and Safety policy, which includes policy and procedures for off-site visits.

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.



Online Safety

Staff must comply with the Online Safety policy and the Acceptable Use Policy at all times. The only acceptable method of contact is via the use of school email accounts or telephone equipment.

Staff must not engage in inappropriate use of social media which may bring themselves, the school or the school community into disrepute. Staff should adopt the highest security settings on any personal profiles they have.

Staff should exercise caution in use of social media or any other web based presence they have. This includes written content, videos or photographs and views expressed either directly or by 'liking' certain pages or posts or following certain individuals or groups.

Staff should be aware that in an update to KCSIE as part of the shortlisting process, schools and colleges should consider carrying out an online search as part of their due diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with the applicant at interview.

Staff must be vigilant when using dating websites/apps where staff could encounter pupils or ex pupils.

Staff must not make contact with pupils or ex pupils, or initiate/accept friend requests on any social media platform with pupils or ex pupils. Staff must not communicate with pupils/students or ex pupils via social media or text.

Staff should not make contact with a child's family member, accept or initiate friend requests or follow a child's family member's account on any social media platform.

School acknowledges that staff who are also parents/carers may wish to make contact with other parents/carers, who are friends, over social media. Staff must exercise caution and professional judgement in these circumstances and should not have any contact with pupils' family members via social media if that contact is likely to constitute a conflict of interest or call into question their professionalism.

Mobile phones and personally-owned devices such as tablets may not be used during lessons or formal school time. The Bluetooth functionality of a mobile phone or tablet should be switched off at all times.

The camera and filming functions of personal mobile devices must not be used in school, on school trips or on official school business.

Mobile phones and personally-owned mobile devices brought in to school are the responsibility of the device owner. School accepts no responsibility for the loss, theft or damage of personally-owned mobile phones or mobile devices.

Photography, video and digital images of children



In accordance with The Data Protection Act 2018 the image of a child is personal data. Therefore, it is a requirement under the Act for consent to be obtained from the parent/carer of a pupil for any images made. It is also important to take into account the wishes of the pupil, remembering that some pupils do not wish to have their photograph taken or be filmed.

Staff should obtain age-appropriate consent and consent from a child's parent/carer for the use of images for publicity purposes. Images must not be displayed on websites, in publications or in a public place without consent.

Staff should ensure that is recorded in lesson plans. All photographs/digital images and video footage should be available for scrutiny and staff should be able to justify all images/video footage made.

Staff must ensure that photographs/digital images or video footage of children should only be taken using school equipment for purposes authorised by the school and should be stored securely on school equipment.

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.

Staff should remain aware of the potential for images of children 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.

Staff should take particular care when filming or photographing young or vulnerable children who may be unable to question how or why the activities are taking place.

Staff should be mindful that pupils who have been abused through the use of video or photography may feel threatened by its use in a teaching environment.

Confidentiality and sharing information

Staff may have access to confidential information about children, their parents/carers and siblings. Staff must only reveal such information to colleagues on a need to know basis.

Staff should never use confidential or personal information about a child or a child's family for their own, or others' advantage.

All staff are likely at some point to witness actions which need to be confidential. For example, where a pupil is bullied by another pupil, this needs to be reported and dealt with in accordance with the appropriate school procedure. It must not be discussed outside the school, including with the child's parent, nor with colleagues in the school except by a senior member of staff with the appropriate authority to deal with the matter.

Staff have a statutory obligation to immediately share with the school's Designated Safeguarding Lead or Deputy Designated Safeguarding Leads any information which gives rise to concern about the welfare or safety of a child. Staff should pass on information immediately in accordance with the school's safeguarding/child protection policies and procedures. Staff must never promise a child that they will not act on or pass on any information that they are told.



Staff should refer to the Department of Education's document *Information sharing: advice for practitioners providing safeguarding services* for further guidance on information sharing. If staff are in any doubt about whether to share they should seek guidance from a member of the senior leadership team.

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.

Sharing concerns and recording Incidents

All staff should be aware of their establishment's safeguarding procedures, including the procedures for dealing with allegations against staff and volunteers. 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 Headteacher or if the allegation is against the Headteacher it should be reported to the Chair of Governors.

Whistleblowing

Whistleblowing is the mechanism by which staff can voice their concerns, without fear of repercussion.

All school staff have a duty to report any behaviour by a colleague which raises concern. Staff should refer to the Trust's Whistleblowing policy for further guidance. This is particularly important where the welfare of pupils may be at risk.



Responsible use of social media – guidance for staff

Remember that anything you post online is not really private. Below are some common sense guidelines and recommendations that staff are advised to follow to ensure responsible and safe use of social media. (Social Media includes Facebook, Instagram, Twitter etc as well as instant messaging applications such as Whats App)

Do not add pupils as friends or contacts in your social media accounts.
Always follow the guidelines set out in this Code of Conduct for Staff Policy
Always maintain professional boundaries. Do not engage in discussion with pupils online unless through official school accounts.
Think about the potential risks: professional boundaries of adding parents to your private social media accounts (refer to policy).
Consider using an alternative name on sites like Facebook to make it harder for pupils to find you. For example, some members use their partner's surname online but their own surname in school.
Never post anything that is offensive or aggressive, even if you are very angry or upset. This includes instant messaging such as Whats App. It can easily be taken out of context.
Remember humour is relative. For example, posting images and/or text about a recent stag or hen night may be deemed inappropriate. Likewise, a few 'lighthearted' comments and/or images about colleagues or students may not be perceived as such by either subject(s) of the humour or the employer. The guiding rule is: if in doubt, don't post it.
Make sure you regularly check and refresh your site page to ensure it is free of any inappropriate comments and/or images.
If you are tagged in something in Facebook that you consider inappropriate, use the remove tag feature to untag yourself (for details on how to do this, refer to the Facebook help centre).
Be cautious of accepting 'friend requests' from people you do not really know. Simply being a 'friend' of your own Facebook friend does not mean that they should automatically be given access to your information.
Review your profile information and settings on Facebook, Twitter and other sites to ensure it is appropriate as it may be accessed by others such as colleagues, pupils, parents and potential employers.



Check your privacy and security settings regularly, and keep your date of birth and home address to yourself. Identity theft is a growing crime and this kind of information could be used to gain access to your bank or credit card account.

If you feel dissatisfied and wish to rant about teaching, politics and life in general, you must do so anonymously, through a networking account or blog which cannot be attributed to you. Check that anything that you post does not identify you, your school, pupils or parents.

Ensure that any comments and/or images could not be deemed defamatory or in breach of copyright legislation.

Never post any information which can be used to identify a pupil or colleague

Do not use social media or instant messaging in any way to attack or abuse school stakeholders (including members of staff) or air any other internal grievances.

Do not post derogatory, defamatory, offensive, harassing or discriminatory content.

Do not engage in any conduct (using personal insults, obscenities) which would not be acceptable in the workplace.

Do not use social media to 'whistleblow' – raise concerns through the proper channels which would entitle you to legal protection (Public Interest Disclosure Act 1998).