

# Rode and Norton St Philip School Federation Code of Conduct

This code will be reviewed in full by the Governing Body annually and applies to both Rode Methodist VC First School and Norton St Philip CofE First School.

The policy was last reviewed and agreed by the Governing Body on 24.4.18

It is due for review on April 2020

Signature .....

Date .....

Head Teacher /Principal

Signature .....

Date .....

Chair of Governors

## Introduction

Adults have a crucial role to play in the lives of children. This code of conduct has been produced to help all adults at Rode and Norton School Federation (RNSF) to establish the safest possible learning and working environments which safeguard children and reduce the risk of them being falsely accused of improper or unprofessional conduct. N.B. 'RNSF' and 'our Federation' and 'school' refers to both Rode Methodist VC First School and Norton St Philip Church of England First School.

The school's reputation and the trust and confidence of the community in its integrity is of vital importance. It must discharge its day to day responsibilities with openness and honesty. This code of conduct is presented to assist staff employed in the school and volunteers (including governors) in carrying out their day to day responsibilities in accordance with legal requirements placed upon them and any policies adopted by the school.

## Status

This policy applies to all employees of the school and those individuals volunteering within the school and is based on 'Guidance for safer working practice for those working with children and young people in education settings' (May 19).

<b>Responsibilities</b>  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 pupils safe and to protect them from abuse (sexual, physical and emotional), neglect and contextual safeguarding concerns. Pupils 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.  The safeguarding culture of a school is, in part, exercised through the development of respectful, caring and professional relationships between adults and pupils and behaviour by the adult that demonstrates integrity, maturity and good judgement.  The public, local authorities, 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 an education setting, they should understand and acknowledge the responsibilities and trust involved in that role.	<p>This means that <b>staff</b> should:</p> <ul style="list-style-type: none"><li>▪ understand the responsibilities which are part of their employment or role, and be aware that sanctions will be applied if these provisions are breached</li><li>▪ always act, and be seen to act, in the child's best interests</li><li>▪ avoid any conduct which would lead any reasonable person to question their motivation and intentions</li><li>▪ take responsibility for their own actions and behaviour</li></ul> <p>This means that <b>senior leaders</b> should:</p> <ul style="list-style-type: none"><li>▪ promote a culture of openness and support</li><li>▪ ensure that systems are in place for concerns to be raised</li><li>▪ ensure that adults are not placed in situations which render them particularly vulnerable</li><li>▪ ensure that all adults are aware of expectations, policies and procedures</li></ul> <p>This means that <b>DSLs &amp; Governing Bodies</b> should:</p>
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<p>Employers have duties towards their employees and others under Health and Safety legislation which requires them to take steps to provide a safe working environment for staff.</p> <p>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 these guidelines.</p>	<ul style="list-style-type: none"> <li>▪ ensure that appropriate safeguarding and child protection policies and procedures are distributed, adopted, implemented and monitored</li> </ul>
<p><b>Making professional judgements</b></p> <p>This guidance 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 have to make decisions or take action in the best interest of a pupil which could contravene this guidance or where no guidance exists. Individuals are expected to make judgements about their behaviour in order to secure the best interests and welfare of the pupils 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.</p> <p>Adults should always consider whether their actions are warranted, proportionate, safe and applied equitably.</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ discuss the circumstances that informed their action, or their proposed action, with our designated safeguarding leads. This will help to ensure that the safest practices are employed and reduce the risk of actions being misinterpreted</li> <li>▪ always discuss any misunderstanding, accidents or threats with the Head teacher or designated safeguarding lead</li> <li>▪ record discussions and actions taken with their justifications</li> <li>▪ record any areas of disagreement and, if necessary, refer to another agency / the LA / Ofsted / other Regulatory Body</li> </ul>
<p><b>Power and positions of trust and authority</b></p> <p>As a result of their knowledge, position and/or the authority invested in their role, all those working with children in a school or education setting are in a position of trust in relation to all pupils on the roll.</p> <p>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 cannot be one between equals and the responsibility they must exercise as a consequence.</p> <p>The potential for exploitation and harm of vulnerable pupils means that adults have a responsibility to ensure that an unequal balance of power is not used for personal advantage or gratification.</p>	<p>This means that <b>staff should not:</b></p> <ul style="list-style-type: none"> <li>▪ use their position to gain access to information for their own advantage and/or a pupil's or family's detriment</li> <li>▪ use their power to intimidate, threaten, coerce or undermine pupils</li> <li>▪ use their status and standing to form or promote relationships with pupils which are of a sexual nature, or which may become so</li> </ul>

<p>Staff should always maintain appropriate professional boundaries, avoid behaviour which could be misinterpreted by others and report and record any such incident.</p> <p>Where a person aged 18 or over is in a position of trust with a child under 18, it is an offence 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.</p>	
<p><b>Confidentiality</b></p> <p>The storing and processing of personal information is governed by the General Data Protection Regulations 2017 (GDPR) and Data Protection Act 2018. Please refer to our latest Data Protection Policy.</p> <p>Staff may have access to special category personal data about pupils and their families which must be kept confidential at all times 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.</p> <p>Staff should never use confidential or personal information about a pupil 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 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 pupil's identity does not need to be disclosed the information should be used anonymously.</p> <p>There are some circumstances in which a member of staff may be expected to share information about a pupil, for example when abuse is alleged or suspected. In such cases, individuals have a responsibility to pass information on without delay, but only to those with designated safeguarding responsibilities or to statutory services.</p> <p>If a child – or their parent / carer – makes a disclosure regarding abuse or neglect, the member of staff should follow guidance in our Safeguarding Policy. The adult should not promise confidentiality to a child or parent but should give reassurance that the information will be treated sensitively.</p>	<p>This means that <b>staff:</b></p> <ul style="list-style-type: none"> <li>▪ need to know the name of their Designated Safeguarding Lead and be familiar with our current RNSF Safeguarding Policy</li> <li>▪ are expected to treat information they receive about pupils and families in a discreet and confidential manner</li> <li>▪ should seek advice from our designated safeguarding lead if they are in any doubt about sharing information they hold or which has been requested of them</li> <li>▪ need to be clear about when information can/ must be shared and in what circumstances</li> <li>▪ need to know the procedures for responding to allegations against staff and to whom any concerns or allegations should be reported</li> <li>▪ need to ensure that where personal information is recorded electronically that systems and devices are kept secure</li> </ul> <p>This means that <b>DSLs should</b></p> <ul style="list-style-type: none"> <li>• Be aware that the DPA 2018 contains 'safeguarding of children and individuals at risk' as a processing condition that allows practitioners to share information without consent, if it is not possible to gain consent, it cannot be reasonably expected that a practitioner gains consent or if to gain consent would place a child at risk</li> </ul>

<p>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.</p>	
<p><b>Standards of behaviour</b></p> <p>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 in order to maintain confidence and respect of the general public and those with whom they work.</p> <p>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 with regard to 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 position within the work setting 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 Teaching Regulation Agency (TRA) a bar from engaging in regulated activity, or action by another relevant regulatory body.</p> <p>The Disqualification under the Childcare Act 2006 (Regulations 2018) state that schools should make clear their expectation that staff should disclose any relationship or association (in the real world or online) that may impact on the school's ability to safeguard pupils. This applies to all staff in all schools, not just those in early or later years childcare.</p>	<p>This means that <b>staff should not:</b></p> <ul style="list-style-type: none"> <li>▪ 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</li> <li>▪ make, or encourage others to make sexual remarks to, or about, a pupil</li> <li>▪ use inappropriate language to or in the presence of pupils</li> <li>▪ discuss their personal or sexual relationships with or in the presence of pupils</li> <li>▪ make (or encourage others to make) unprofessional personal comments which scapegoat, demean, discriminate or humiliate, or might be interpreted as such.</li> </ul> <p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ be aware that behaviour by themselves, those with whom they have a relationship or association, or others in their personal lives, may impact on their work with children</li> </ul> <p>This means that <b>school leaders should:</b></p> <ul style="list-style-type: none"> <li>▪ have a clear expectation that staff will discuss with managers any relationship / association (in or out of school or online) that may have implications for the safeguarding of children in school</li> <li>create a culture where staff feel able to raise these issues</li> <li>safeguard their employees' welfare and contribute to their duty of care towards their staff</li> </ul> <p><b>School leaders must not</b></p> <ul style="list-style-type: none"> <li>• ask intrusive questions of staff regarding those they live with or have relationships / associations with.</li> </ul>

<p><b>Dress and appearance</b></p> <p>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 will render themselves vulnerable to criticism or allegation.</p>	<p>This means that <b>staff should</b> wear clothing which:</p> <ul style="list-style-type: none"> <li>▪ promotes a positive and professional image</li> <li>▪ is appropriate to their role</li> <li>▪ is not likely to be viewed as offensive, revealing, or sexually provocative</li> <li>▪ does not distract, cause embarrassment or give rise to misunderstanding</li> <li>▪ is absent of any political or otherwise contentious slogans</li> <li>▪ is not considered to be discriminatory</li> <li>▪ is compliant with professional standards</li> </ul>
<p><b>Gifts, rewards, favouritism and exclusion</b></p> <p>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.</p> <p>There are occasions when pupils 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.</p> <p>Similarly, it is inadvisable to give such personal gifts to pupils 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.</p> <p>Any reward given to a pupil should be in accordance with agreed practice, consistent with the school or setting's behaviour policy, recorded and not based on favouritism.</p> <p>Adults should exercise care when selecting children for specific activities, jobs or privileges in order to avoid perceptions of favouritism or injustice. Similar care should be exercised when pupils are excluded from an activity. Methods of selection and exclusion should always be subject to clear, fair, agreed criteria.</p>	<p>This means that <b>staff should</b>:</p> <ul style="list-style-type: none"> <li>▪ be aware of and understand RNSF Relationships for Learning Policy, e.g. rewarding positive behaviour</li> <li>▪ ensure that gifts received or given in situations which may be misconstrued are declared and recorded</li> <li>▪ only give gifts to a pupil as part of an agreed reward system</li> <li>▪ where giving gifts other than as above, ensure that these are of insignificant value and given to all pupils equally</li> <li>▪ ensure that all selection processes of pupils are fair and these are undertaken and agreed by more than one member of staff</li> <li>▪ ensure that they do not behave in a manner which is either favourable or unfavourable to individual pupils</li> </ul>
<p><b>Infatuations and 'crushes'</b></p> <p>All staff need to recognise that it is not uncommon for pupils to be strongly attracted to a member of staff and/or develop a 'crush' or infatuation. They should make every effort to</p>	<p>This means that <b>staff should</b>:</p> <ul style="list-style-type: none"> <li>▪ report any indications (verbal, written or physical) that suggest a pupil may be infatuated with a member of staff</li> </ul>

<p>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.</p> <p>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 headteacher or senior leaders. In this way appropriate early intervention can be taken which can prevent escalation and avoid hurt, embarrassment or distress for those concerned.</p> <p>The headteacher or senior leader should give careful thought to those circumstances where the staff member, pupil 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 should involve all parties, be robust and regularly monitored and reviewed.</p>	<ul style="list-style-type: none"> <li>▪ always maintain professional boundaries</li> </ul> <p>This means that senior leaders should:</p> <ul style="list-style-type: none"> <li>• put action plans in place where concerns are brought to their attention</li> </ul>
<p><b>Social contact outside of the workplace</b></p> <p>It is acknowledged that staff may have genuine friendships and social contact with parents of pupils, 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, in order to 'groom' the adult and the child and/or create opportunities for sexual abuse.</p> <p>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.</p> <p>Staff should recognise that some types of social contact with pupils or their families could be perceived as harmful or exerting inappropriate influence on children and may bring the setting into disrepute (e.g. circulating propaganda).</p> <p>If a pupil or parent seeks to establish social contact, or if this occurs coincidentally, the member of staff should exercise her/his professional judgement. This also applies to social contacts made through outside interests or the staff member's own family.</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ always approve any planned social contact with pupils or parents with senior colleagues, for example when it is part of a reward scheme</li> <li>▪ advise senior management of any regular social contact they have with a pupil which could give rise to concern</li> <li>▪ refrain from sending personal communication to pupils or parents unless agreed with senior managers</li> <li>▪ inform senior management of any relationship with a parent where this extends beyond the usual parent/professional relationship</li> <li>▪ inform senior management of any requests or arrangements where parents wish to use their services outside of the workplace e.g. babysitting, tutoring</li> </ul>



<p>Some staff may, as part of their professional role, be required to support a parent or carer. If that person comes to depend upon the staff member or seeks support outside of their professional role this should be discussed with senior management and where necessary referrals made to the appropriate support agency.</p>	
<p><b>Communication with children (including the use of technology)</b></p> <p>In order to make best use of the many educational and social benefits of new and emerging technologies, pupils need opportunities to use and explore the digital world. Online risks are posed more by behaviours and values than the technology itself.</p> <p>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.</p> <p>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.)</p> <ul style="list-style-type: none"> <li>▪ <i>inform senior management of any relationship with a parent where this extends beyond the usual parent/professional relationship</i></li> <li>▪ <i>inform senior management of any requests or arrangements where parents wish to use their services outside of the workplace e.g. babysitting, tutoring</i></li> </ul> <p>Staff should not request or respond to any personal information from children other than which may be necessary in their professional role. They should ensure that their communications are open and transparent and avoid any communication which could be interpreted as ‘grooming behaviour’</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ not seek to communicate/make contact or respond to contact with pupils outside of the purposes of their work</li> <li>▪ not give out their personal details</li> <li>▪ use only the equipment and internet services provided by the school, unless school policies state otherwise or with prior written agreement of senior leaders</li> <li>▪ only use internet-enabled personal devices in line with school acceptable use policies</li> <li>▪ follow our acceptable use policy and online safety guidance</li> <li>▪ ensure that their use of technologies could not bring their employer into disrepute</li> <li>▪ not discuss or share data relating to children/ parents / carers in staff social media groups</li> </ul> <p>This means that <b>school leaders should:</b></p> <ul style="list-style-type: none"> <li>• wherever possible, provide school devices such as cameras and mobile phones rather than expecting staff to use their own (e.g. on school trips)</li> </ul>



<p>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 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.</p> <p>Staff should, in any communication with children, also follow the guidance in section 7 'Standards of Behaviour'.</p> <p>Staff should adhere to their establishment's policies, including those with regard to communication with parents and carers and the information they share when using the internet.</p>	
<p><b>Physical contact</b></p> <p>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 pupil's individual needs and any agreed care plan.</p> <p>Not all children feel comfortable about certain types of physical contact; this should be recognised and, wherever possible, adults should seek the pupil's permission before initiating contact and be sensitive to any signs that they may be uncomfortable <i>or</i> embarrassed. Staff should acknowledge that some pupils are more comfortable with touch than others and/or may be more comfortable with touch from some adults than others. 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 pupil.</p> <p>It is not possible to be specific about the appropriateness of each physical contact, since an action that is appropriate with one pupil, in one set of circumstances, may be inappropriate in another, or with a different child.</p> <p>Any physical contact should be in response to the child's needs at the time, of limited duration and appropriate to their age, stage of development, gender, ethnicity and background. Adults should therefore, use their professional judgement at all times.</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ be aware that even well-intentioned physical contact may be misconstrued by the pupil, an observer or any person to whom this action is described</li> <li>▪ never touch a pupil in a way which may be considered indecent</li> <li>▪ always be prepared to explain actions and accept that all physical contact be open to scrutiny</li> <li>▪ never indulge in horseplay or fun fights</li> <li>▪ always allow/encourage pupils, where able, to undertake self-care tasks independently</li> <li>▪ ensure the way they offer comfort to a distressed pupil is age appropriate</li> <li>▪ always tell a colleague when and how they offered comfort to a distressed pupil</li> <li>▪ establish the preferences of pupils</li> <li>▪ consider alternatives, where it is anticipated that a pupil might misinterpret or be uncomfortable with physical contact</li> <li>▪ always explain to the pupil the reason why contact is</li> </ul>

<p>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 manager and recorded. Where appropriate, the manager should consult with the Local Authority Designated Officer (the DO).</p> <p>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 pupils 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.</p> <p>A general culture of 'safe touch' should be adopted, where appropriate, to the individual requirements of each child. Pupils with special educational needs or disabilities may require more physical contact to assist their everyday learning. The arrangements should be understood and agreed by all concerned, justified in terms of the pupil's needs, consistently applied and open to scrutiny.</p>	<p>necessary and what form that contact will take</p> <ul style="list-style-type: none"> <li>▪ report and record situations which may give rise to concern</li> <li>▪ be aware of cultural or religious views about touching and be sensitive to issues of gender</li> </ul> <p>This means <b>school leaders should:</b></p> <ul style="list-style-type: none"> <li>▪ ensure they have a system in place for recording incidents and the means by which information about incidents and outcomes can be easily accessed by senior management</li> <li>▪ provide staff, on a 'need to know' basis, with relevant information about vulnerable children in their care</li> </ul>
<p><b>Other activities that require physical contact</b></p> <p>In certain curriculum areas, such as PE, 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.</p> <p>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 pupil. Contact should be relevant to their age / understanding and adults should remain sensitive to any discomfort expressed verbally or non-verbally by the pupil.</p> <p>Guidance and protocols around safe and appropriate physical contact may be provided, for example, by sports governing bodies and should be understood and applied consistently. Any incidents of physical contact that cause concern or fall</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ treat pupils with dignity and respect and avoid contact with intimate parts of the body</li> <li>▪ always explain to a pupil the reason why contact is necessary and what form that contact will take</li> <li>▪ seek consent of parents where a pupil is unable to give this; e.g. because of age or disability</li> <li>▪ consider alternatives, where it is anticipated that a pupil might misinterpret any such contact</li> <li>▪ be familiar with and follow recommended guidance and protocols</li> <li>▪ conduct activities where they can be seen by others</li> <li>▪ be aware of gender, cultural and religious issues that may need to be considered prior to initiating physical contact</li> </ul>

<p>outside of these protocols and guidance should be reported to the senior manager and parent or carer.</p> <p>It is good practice that all parties clearly understand at the outset, what physical contact is necessary and appropriate in undertaking specific activities. Keeping parents/carers and pupils informed of the extent and nature of any physical contact may also prevent allegations of misconduct or abuse arising.</p>	<p>This means that <b>schools leaders should:</b></p> <ul style="list-style-type: none"> <li>▪ have in place up to date guidance and protocols on appropriate physical contact, that promote safe practice and include clear expectations of behaviour and conduct.</li> <li>▪ ensure that staff are made aware of this guidance and that it is continually promoted</li> </ul>
<p><b>Intimate / personal care</b></p> <p>When the need arises schools has clear nappy or pad changing and intimate / personal care policies which 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 should be open and transparent and accompanied by recording systems.</p> <p>Pupils 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 pupil's care plan specifies the reason for this.</p> <p>A signed record should be kept of all intimate and personal care tasks undertaken and, where these have been carried out in another room, should include times left and returned.</p> <p>Any vulnerability, including those that may arise from a physical or learning difficulty should be considered when formulating the individual pupil's care plan. The views of parents, carers and the pupil, regardless of their age and understanding, should be actively sought in formulating the plan and in the necessary regular reviews of these arrangements.</p> <p>Pupils 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 pupils, satisfy health and safety considerations and ensure that bullying or teasing does not occur. This</p>	<p>This means that <b>school leaders should:</b></p> <ul style="list-style-type: none"> <li>▪ have written care plans in place for any pupil who could be expected to require intimate care</li> <li>▪ ensure that pupils are actively consulted about their own care plan</li> </ul> <p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ adhere to our intimate and personal care and nappy changing policies</li> <li>▪ make other staff aware of the task being undertaken</li> <li>▪ always explain to the pupil what is happening before a care procedure begins</li> <li>▪ consult with colleagues where any variation from agreed procedure/care plan is necessary</li> <li>▪ record the justification for any variations to the agreed procedure/care plan and share this information with the pupil and their parents/carers</li> <li>▪ avoid any visually intrusive behaviour</li> <li>▪ where there are changing rooms announce their intention of entering</li> <li>▪ always consider the supervision needs of the pupils and only remain in the room where their needs require this</li> </ul> <p>This means that <b>staff should not:</b></p> <ul style="list-style-type: none"> <li>▪ change or toilet in the presence or sight of pupils</li> <li>▪ assist with intimate or personal care tasks which the</li> </ul>

supervision should be appropriate to the needs and age of the children concerned and sensitive to the potential for embarrassment.	pupil is able to undertake independently
<p><b>Behaviour management</b></p> <p>Always refer to our Relationships for Learning (Behaviour) Policy</p> <p>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.</p> <p>Where pupils display difficult or challenging behaviour, adults should follow our Relationships for Learning Policy using strategies appropriate to the circumstance and situation.</p> <p>Where a pupil has specific needs in respect of particularly challenging behaviour, a positive handling plan, including assessment of risk, should be drawn up and agreed by all parties, including, for example, a medical professionals where appropriate.</p> <p>Staff will always follow Team Teach principles.</p> <p>Senior managers should ensure that the establishment's Relationships for Learning 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 pupil's human rights and/or false imprisonment.</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ not use force as a form of punishment</li> <li>▪ try to defuse situations before they escalate e.g. by distraction</li> <li>▪ keep parents informed of any sanctions or behaviour management techniques used</li> <li>▪ be mindful of and sensitive to factors both inside and outside of the school or setting which may impact on a pupil's behaviour</li> <li>▪ follow the school's relationship for learning (behaviour) policy</li> <li>▪ behave as a role model</li> <li>▪ avoid shouting at children other than as a warning in an emergency/safety situation</li> <li>▪ refer to national and local policy and guidance regarding Restrictive Physical Intervention (RPI) (Team Teach principles)</li> <li>▪ be aware of the legislation and potential risks associated with the use of isolation and seclusion</li> <li>▪ comply with legislation and guidance in relation to human rights and restriction of liberty</li> </ul>
<p><b>The use of control and physical intervention</b></p> <p>The law and guidance for schools states that adults may reasonably intervene to prevent a child from: committing a criminal offence</p> <ul style="list-style-type: none"> <li>• injuring themselves or others</li> <li>• causing damage to property</li> <li>• engaging in behaviour prejudicial to good order</li> <li>• and to maintain good order and discipline.</li> </ul>	<p>This means that education settings should:</p> <ul style="list-style-type: none"> <li>▪ ensure that they have a lawful physical intervention policy consistent with local and national guidance</li> <li>▪ regularly acquaint staff with policy and guidance</li> <li>▪ ensure that staff are provided with appropriate training and support</li> <li>▪ have an agreed policy for when and how physical interventions should be recorded and reported</li> </ul>

<p>Great care must be exercised in order that adults do not physically intervene in a manner which could be considered unlawful.</p> <p>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 the school or setting judges that a child's behaviour presents a serious risk to themselves or others, they must always put in place a robust risk assessment which is reviewed regularly and, where relevant, a physical intervention plan.</p> <p>In all cases where physical intervention has taken place, staff must record the incident and subsequent actions and report these to a the Headteacher or Senior Leader and the child's parents. This will then be recorded in the Team Teach Bound Book.</p> <p>Similarly, where it can be anticipated that physical intervention is likely to be required, a plan should be put in place which the pupil and parents/carers are aware of and have agreed to. Parental consent does not permit settings to use unlawful physical intervention or deprive a pupil of their liberty.</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ adhere to the school or setting's physical intervention policy and only use physical intervention if fully trained in Team Teach principles</li> <li>▪ always seek to defuse situations and avoid the use of physical intervention wherever possible</li> <li>▪ where physical intervention is necessary, only use minimum force and for the shortest time needed</li> </ul> <p>This means that <b>staff should not</b></p> <ul style="list-style-type: none"> <li>• use physical intervention as a form of punishment</li> </ul>
<p><b>Sexual conduct</b></p> <p>Any sexual behaviour by a member of staff with or towards a pupil is unacceptable. It is an offence for a member of staff in a position of trust to engage in sexual activity with a pupil under 18 years of age and sexual activity with a child could be a matter for criminal and/or disciplinary procedures.</p> <p>Pupils 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 children by adults in a position of trust.</p> <p>Sexual activity involves physical contact including penetrative and non-penetrative acts, however it also includes non-contact activities, such as causing pupils to engage in or watch sexual activity or the production of pornographic material.</p> <p>There are occasions when adults embark on a course of behaviour known as 'grooming' where the purpose is to gain</p>	<p>This means that staff <b>should:</b></p> <ul style="list-style-type: none"> <li>▪ not have any form of sexual contact with a pupil from the school</li> <li>▪ avoid any form of touch or comment which is, or may be considered to be, indecent</li> <li>▪ avoid any form of communication with a pupil 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</li> <li>▪ not make sexual remarks to or about a pupil</li> <li>▪ not discuss sexual matters with or in the presence of pupils other than within agreed curriculum content or as part of their recognised job role</li> </ul>

<p>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 a senior manager any concerns about the behaviour of a colleague which could indicate that a pupil is being groomed.</p>	
<p><b>One to one situations</b></p> <p>Staff working in one to one situations with pupils, including visiting staff from external organisations can be more vulnerable to allegations or complaints.</p> <p>To safeguard both pupils 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 take into account the individual needs of each pupil and should be reviewed regularly.</p> <p>Arranging to meet with pupils from the school or setting away from the work premises should not be permitted unless the necessity for this is clear and approval is obtained from a senior member of staff, the pupil and their parents/carers.</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ ensure that wherever possible there is visual access and/or an open door in one to one situations</li> <li>▪ avoid use of 'engaged' or equivalent signs wherever possible. Such signs may create an opportunity for secrecy or the interpretation of secrecy</li> <li>▪ always report any situation where a pupil becomes distressed or angry</li> <li>▪ consider the needs and circumstances of the pupil involved</li> </ul>
<p><b>Home visits</b></p> <p>All work with pupils and parents should usually be undertaken in the school or setting 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 safeguard both staff and pupils, who can be more vulnerable in these situations.</p> <p>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 pupil, 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 to an allegation being made 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 management measures should be put in place, before</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ agree the purpose for any home visit with the Headteacher</li> <li>▪ adhere to agreed risk management strategies</li> <li>▪ avoid unannounced visits wherever possible</li> <li>▪ ensure there is visual access and/or an open door in one to one situations</li> <li>▪ always make detailed records including times of arrival and departure</li> <li>▪ ensure any behaviour or situation which gives rise to concern is discussed with the Headteacher</li> </ul> <p>This means that <b>school leaders should:</b></p> <ul style="list-style-type: none"> <li>▪ ensure that they have home visit and lone-working policies which all adults are made aware of. These should include arrangements for risk assessment and management</li> <li>▪ ensure that all visits are justified and recorded</li> </ul>



<p>the visit is undertaken. In the unlikely event that little or no information is available, visits should not be made alone.</p>	<ul style="list-style-type: none"> <li>▪ ensure that staff are not exposed to unacceptable risk</li> <li>▪ make clear to staff that, other than in an emergency, they should not enter a home if the parent/carer is absent</li> <li>▪ ensure that staff have access to a mobile telephone and an emergency contact</li> </ul>
<p><b>Transporting pupils</b></p> <p>In certain situations, staff or volunteers may be required or offer to transport pupils 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.</p> <p>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.</p> <p>Staff should not offer lifts to pupils unless the need for this has been agreed by the Headteacher. A designated member of staff should be appointed to plan and provide oversight of all transport arrangements and respond to any concerns that may arise.</p> <p>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.</p> <p>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 / booster seats for younger children.</p> <p>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.</p> <p>Staff should never offer to transport pupils 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</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ plan and agree arrangements with all parties in advance</li> <li>▪ respond sensitively and flexibly where any concerns arise</li> <li>▪ take into account any specific or additional needs of the pupil</li> <li>▪ have an appropriate licence/permit for the vehicle</li> <li>▪ 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</li> <li>▪ ensure that if they need to be alone with a pupil this is for the minimum time</li> <li>▪ be aware that the safety and welfare of the pupil is their responsibility until this is safely passed over to a parent/carer</li> <li>▪ report the nature of the journey, the route and expected time of arrival in accordance with agreed procedures</li> <li>▪ 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</li> <li>▪ ensure that any impromptu or emergency arrangements of lifts are recorded and can be justified</li> <li>▪ refer to our Educational visits Policy</li> </ul> <p>This means <b>school leaders should:</b></p> <ul style="list-style-type: none"> <li>• 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</li> </ul>



<p>circumstances the matter should be recorded and reported to both the Headteacher and the child's parent(s).</p>	<p>line with the manufacturer's schedule, and that the driver carries out any pre-use checks specified by the manufacturer</p> <ul style="list-style-type: none"> <li>• the driver is suitable. This means that they hold a valid licence for the type of vehicle and meet any employer requirements</li> <li>• 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.</li> <li>• Retain evidence of the above with the risk assessment</li> </ul>
<p><b>Educational visits</b></p> <p>Staff responsible for organising educational visits should be familiar with the Department for Education's advice on Health and Safety available at <a href="https://www.gov.uk/government/publications/health-and-safety-on-educational-visits">https://www.gov.uk/government/publications/health-and-safety-on-educational-visits</a></p> <p>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 Great Britain. Please refer to our Health &amp; Safety Policy and Educational Visits which include policy and procedures for off-site visits, including residential visits and any school-led adventure activities.</p> <p>The Management of Health and Safety at Work Regulations (1999) impose a duty on employers to produce suitable and sufficient risk assessments. This includes assessment of any risks to employees, children or others during an educational visit, and the measures that should be taken to minimise these risks. For regular activities, such as taking pupils to a local swimming pool, the risks should be considered under the school's general arrangements and a check to make sure that the precautions remain suitable is all that is required. For annual or infrequent activities, a review of an existing assessment may be all that is needed. For new higher-risk activities or trips, a specific assessment of the significant risks should be carried out in line with SCC Policy.</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ adhere to School and SCC educational visits guidance</li> <li>▪ always have another adult present on visits, unless otherwise agreed with senior leaders</li> <li>▪ undertake risk assessments</li> <li>▪ have the appropriate consents in place (e.g. medical)</li> <li>▪ ensure that their behaviour remains professional at all times</li> <li>▪ never share bedrooms with pupils</li> <li>▪ refer to local and national guidance for educational visits</li> </ul>
<p><b>First Aid and medication</b></p>	<p>This means that <b>school leaders should:</b></p> <ul style="list-style-type: none"> <li>• ensure there are trained and named individuals to undertake first aid</li> </ul>

<p>School should always have an adequate number of qualified first-aiders. Parents should be informed when first aid has been administered.</p> <p>Any member of school staff may be asked to become a qualified first-aider or to provide support to pupils with medical conditions, including the administering of medicines, but they cannot be required to do so unless this forms part of their contract of employment</p> <p>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.</p> <p>Advice on managing medicines is included in the statutory guidance on supporting pupils at school with medical conditions. In circumstances where a pupil needs medication regularly, this would usually be recorded in their individual healthcare plan. This provides details of the level and type of support a child needs to manage effectively their medical condition in school and should include information about the medicine to be administered, the correct dosage and any storage requirements.</p> <p>After discussion with parents, children who are competent should be encouraged to take responsibility for managing their own medicines and procedures. This could include for example, the application of any ointment or sun cream, or use of inhalers or Epipens.</p> <p>If a member of staff is concerned or uncertain about the amount or type of medication being given to a pupil this should be discussed with the Designated Safeguarding Lead.</p> <p>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.</p> <p>Risk assessment is likely to recommend that staff medication on the premises must be securely stored and out of reach of children at all times</p>	<p>responsibilities, including paediatric first aid if relevant</p> <ul style="list-style-type: none"> <li>• ensure training is regularly monitored and updated</li> </ul> <p><b>Staff should:</b></p> <ul style="list-style-type: none"> <li>• adhere to the school's health and safety and supporting pupils with medical conditions policies</li> <li>• make other staff aware of the task being undertaken</li> <li>• have regard to pupils' individual healthcare plans</li> <li>• always ensure that an appropriate health/risk assessment is undertaken prior to undertaking certain activities</li> <li>• explain to the pupil what is happening.</li> <li>• always act and be seen to act in the pupil's best interest</li> <li>• make a record of all medications administered</li> <li>• not work with pupils whilst taking medication unless medical advice confirms that they are able to do so</li> </ul>
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## Photography, videos and other images / media

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 should staff be expected or allowed to use their personal equipment to take images of pupils at or on behalf of the school or setting unless prior approval has been given by the Headteacher.

All settings should have arrangements with regard to the taking and use of images, which is linked to their safeguarding and child protection policy. This should cover 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 both 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. Particular regard needs to be given when images are taken of young or vulnerable children who may be unable to question why or how the activities are taking place.

Pupils who have been previously abused in a manner that involved images may feel particularly threatened by the use of photography, filming etc. Staff should remain sensitive to any pupil who appears uncomfortable and should recognise the potential for misinterpretation.

Making and using images of pupils will require the age appropriate consent of the individual concerned and their parents/carers. 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 setting 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,
- if the child is named, avoid using their image
- store the image only on One Drive and delete photographs from all other devices at regular intervals

This means that **staff should:**

- adhere to our on-line safety policy
- only publish images of pupils where they and their parent/carer have given explicit written consent to do so
- only take images where the pupil is happy for them to do so
- only retain images when there is a clear and agreed purpose for doing so
- store images only on One Drive
- 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 pupils in their possession
- avoid making images in one to one situations

This means that **adults should not:**

- take images of pupils for their personal use
- display or distribute images of pupils 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 a child's injury, bruising or similar (e.g. following a disclosure of abuse) even if requested by children's social care
- make audio recordings of a child's disclosure
- take images of children which could be considered as indecent or sexual

<ul style="list-style-type: none"> <li>images should be securely stored and used only by those authorised to do so.</li> </ul>	
<p><b>Exposure to inappropriate images</b></p> <p>Staff should take extreme care to ensure that children and young people are not exposed, through any medium, to inappropriate or indecent images.</p> <p>There are no circumstances that will justify adults: making, downloading, possessing or distributing indecent images or pseudo-images of children (child abuse images). Accessing these images, whether using the setting's or personal equipment, on or off the premises, or making, storing or disseminating such material is illegal.</p> <p>If indecent images of children are discovered at the establishment or on the school or setting's equipment an immediate referral should be made to the SCC Designated Officer (DO) and the police contacted if relevant. 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 the images are of children known to the school, a referral should also be made to children's social care in line with local arrangements.</p> <p>Under no circumstances should any adult use school or setting 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 and young people.</p> <p>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. It should be secured and isolated from the network, and the DO contacted without delay. Adults should not attempt to investigate the matter or evaluate the material themselves as this may lead to a contamination of evidence and a possibility that they will be at risk of prosecution themselves.</p>	<p>This means that staff should:</p> <ul style="list-style-type: none"> <li>abide by the establishment's acceptable use and e-safety policies</li> <li>ensure that children cannot be exposed to indecent or inappropriate images</li> <li>ensure that any films or material shown to children are age appropriate</li> </ul>
<p><b>Whistleblowing</b></p> <p>Whistleblowing is the mechanism by which staff can voice their concerns, made in good faith, without fear of repercussion. Education settings should have a clear and</p>	<p>This means that <b>school leaders should:</b></p> <ul style="list-style-type: none"> <li>have a whistleblowing policy in place which is known to all</li> <li>include in the whistleblowing policy how to escalate</li> </ul>

<p>accessible whistleblowing policy that meets the terms of the Public Interest Disclosure Act 1998. Staff who use whistleblowing procedures should have their employment rights protected.</p> <p>Staff should recognise their individual responsibilities to bring matters of concern to the attention of senior management 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.</p> <p>See our Whistleblowing Policy</p>	<p>concerns if they believe that safeguarding arrangements in the setting are not effective, or a child/ren are not being protected</p> <ul style="list-style-type: none"> <li>• have clear procedures for dealing with allegations against persons working in or on behalf of the school or setting</li> </ul> <p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>▪ escalate their concerns if they believe a child or children are not being protected</li> <li>▪ report any behaviour by colleagues that raises concern</li> <li>▪ report allegations against staff and volunteers to their manager, or registered provider, or where they have concerns about the manager's response report these directly to the DO</li> </ul>
<p><b>Sharing concerns and recording incidents</b></p> <p>All staff should be aware of their establishment's safeguarding procedures, including the procedures for dealing with allegations against staff and volunteers.</p> <p>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, senior manager or Designated Safeguarding Lead as appropriate.</p> <p>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 pupils, so that appropriate support can be provided and/or action can be taken.</p> <p>In order to safeguard and protect pupils and colleagues, where staff have any concerns about someone who works with children they should immediately report this to the Head teacher, proprietor or senior manager in line with the setting's procedures. See RNSF Safeguarding Policy &amp; Whistleblowing Policy</p>	<p>This means that <b>staff should:</b></p> <ul style="list-style-type: none"> <li>• be familiar with school's arrangements for reporting and recording concerns and allegations</li> <li>• know how to contact the DO and Ofsted/regulatory body directly if required</li> </ul> <p>take responsibility for recording any incident, and passing on that information where they have concerns about any matter pertaining to the welfare of an individual in the school or setting</p> <p>This means that <b>school leaders should:</b></p> <ul style="list-style-type: none"> <li>▪ have an effective, confidential system for recording and managing concerns raised by any individual regarding adults' conduct and any allegations against staff and volunteers</li> </ul>
<p><b>Definitions</b></p> <p><b>School Leaders</b> refers to Headteacher, Senior Leaders and Management and Our Governing Board</p>	

**Staff** refers to all adults with a contract of employment, members of other organisations contracted to work on site and all volunteers  
**School** refers to both schools in our Federation

### **Additional Requirement**

Although this code of conduct highlights overall expectations, staff are also expected to be aware of, and adhere to, other key legislation, professional standards, policies, procedures and guidance in order to effectively carry out their duties during the course of their employment. Of particular importance we would highlight the following documents and advise staff and volunteers to familiarise themselves with them where appropriate to their role:

Keeping Children Safe in Education (DfE 2019) – All staff and volunteers must have at least read Section 1 of this document

Child Protection Policy

Confidential Reporting Code (Whistleblowing)

Equal Opportunities Policy

Health & Safety Policy

National Standards of Excellence for Head Teachers

Teachers' Standards

Professional Standards for Teaching Assistants (Non-Mandatory, Non-Statutory)

Governance Handbook

ICT Acceptable User & Social Media Policy

Dignity at Work Code of Practice

# Rode and Norton St Philip School Federation

Annual return in respect of the employee's commitment to implementing the contents of our Federation's:

1. Staff Code of Conduct
2. Safeguarding and Child Protection Policy
3. Section a) of the DfE statutory guidance, 'Keeping Children Safe in Education' (September 2019)
4. Health and Safety Policy
5. Staff IT Acceptable Use Agreement
6. Data Protection Policy
7. On-line Safety Policy 2019

Employee's name: \_\_\_\_\_

I confirm that I have read the documents listed above and in the interests of safeguarding children and young people, agree to abide by the contents of these policies/documents. I understand that breeches of these policies evoke formal action by Rode and Norton School Federation as my employer.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_