Bowlee Park Community Primary School
Staff Code of Conduct

Purpose and principles

This Code of Conduct aims to establish a set of principles which underpin the expected conduct of staff at Bowlee Park Primary School with the intention of encouraging staff to achieve the highest standards of conduct at work and of minimising the risk of improper conduct occurring.

The school requires that all staff have read and comply with the Code of Conduct. Where clarification is needed on any aspect of this document, this should be sought from the Headteacher. Breach or failure to observe the provisions of this document may lead to action being taken under the school disciplinary procedure policy located on the z drive. This document is also available from the school office.

The Code of Conduct is not exhaustive in defining acceptable and unacceptable standards of conduct and behaviour and in circumstances where guidance does not exist individuals are expected to use their professional judgement and act in the best interests of the school and its pupils.

Scope

The Code of Conduct applies to:

- all members of staff, including teaching and support staff;
- volunteers, including governors;
- casual workers;
- temporary and supply staff, either from agencies or engaged directly;
- student placements, including those undertaking initial teacher training.

References to 'staff' throughout the Code of Conduct refer to all of the above groups.
Any links within this document to other documents are for ease of use and do not form part of this Code of Conduct.

Professional standards at work

Staff are expected to demonstrate the highest possible standards of personal and professional conduct and behaviour and consistently act with honesty and integrity. The school expects staff to treat each other, pupils, parents and the wider school community with dignity and respect at all times.
Teachers are reminded of, and are expected to uphold, their wider responsibilities as set out in the Teachers' Standards, including an understanding of, and acting within, the statutory frameworks which set out their professional duties and responsibilities.

Safeguarding

Bowlee Park Primary School recognises its statutory and moral duty to safeguard and promote the welfare of pupils and understands that staff play a vital role in meeting these responsibilities. Staff must be aware of their individual safeguarding responsibilities, including provision of a safe environment in which children can learn, awareness of the signs of abuse and neglect, identification of children who are suffering, or are likely to suffer, significant harm and to take appropriate action in such cases to prevent concerns from escalating.

All members of staff must be aware of the school's systems for supporting child safeguarding, including the role of the school's Designated Safeguarding Lead (DSL)
In this school the DSL is Louise Metcalfe, AHT. Deputy DSLs are Heather Crombie (AHT), Neil Fairhurst (DHT), Sarah Taylor(AHT) and Aleks Hartshorne (HT) and Dale Turner (AHT).

Concerns about the welfare of a child must be raised without delay to the school's DSL in the first instance or to one of the Deputy DSLs. There should be no delay in reporting a concern as there may be a risk of immediate serious harm to a child.

Staff should be familiar with the school's child protection policy, which is available to all staff from the School Office and on the School 'Z' drive. All staff receive appropriate child protection training and are provided with guidance on child safeguarding as part of their induction to the school and then with regular updates and refresher training.

In accordance with the statutory guidance published by the Department for Education 'Keeping Children Safe in Education' (September 2025) all staff are required to read Part One 'Safeguarding information for all staff' and have been provided with a copy as part of their induction to the school. The full document is available from www.gov.uk.

Further information is found in 'Guidance for safer working practice for adults who work with children and young people in education settings'

Appropriate relationships

Pupils

Individuals who work or volunteer, in a school environment, are in a position of trust. Staff should be mindful of the need to maintain professional boundaries appropriate to their position and must always consider whether their actions are warranted, proportionate, safe and applied equitably.

Staff

Staff should act in an open and transparent way that would not lead any reasonable person to question their actions or intent. Staff should think carefully about their conduct so that misinterpretations are minimised.

Staff must avoid unnecessary physical contact with children. Where physical contact is essential, e.g. for safety reasons, the pupil's permission must be gained for that contact wherever possible. If physical contact is made to remove a pupil from a dangerous situation or an object from a pupil to prevent either harm to themselves or others, this should be recorded and reported to the Headteacher. In cases where accidental physical contact was made, it should be reported to the Headteacher. In all cases staff should act in accordance with the school's restraint policy located on the z drive

Parents

Staff are expected to interact with parents in a polite and respectful manner and recognise parents' entitlement to express any concerns they may have about their child's learning, safety or wellbeing. Staff should avoid discussing school matters with parents outside school if approached and should instead refer the parent to the normal school communication channels.

Use of IT including social media

Internal e-mail and internet systems must be used only in accordance with the school's acceptable use of ICT policy located on the z drive.

Social networking sites offer the opportunity for communication with children, young people and their parents outside normal professional boundaries. School staff must take care to protect their privacy and protect themselves from risk of allegations in relation to inappropriate relationships and cyberbullying. Staff must not develop or maintain online relationships with parents or pupils through social networking sites, instant messaging or other media, whether this is through

school or personal IT facilities. Staff should not use personal phones and cameras to photograph pupils or take photographs on school premises for any personal use including posting them on social media.

Please refer to the school's acceptable use of IT policy available on the policies section of the z drive, for further guidance on acceptable and unacceptable use of IT, social media and mobile phones

Confidentiality and disclosure of information

Staff must ensure that they do not disclose confidential information to anyone who does not have the right to receive it. Where information is disclosed this should be in line with the principles of the General Data Protection Regulations (GDPR). Equally staff should not prevent another person from gaining access to information to which that person is entitled by law. If there is doubt about whether or not to share information, advice must be sought from an appropriate senior member of staff i.e. the Headteacher.

Information obtained during the course of an individual's work should never be used for personal gain or benefit, nor should it be passed onto others who might use it in such a way.

Dress and Appearance

An individual's dress and appearance is a matter of personal choice; however, staff should ensure that they dress appropriately, decently and safely for a professional school environment and for the role they undertake, as well as setting a good example to both pupils and visitors.

Staff should have particular regard to the health and safety risks involved with certain lessons i.e. physical education/food technology and the need to dress appropriately and safely when undertaking these activities, such as wearing appropriate footwear, removing jewellery etc.

The school recognises the diversity of cultures and religions of its staff and will take a sensitive approach when this affects dress and uniform requirements. However, priority will be given to health and safety, security and other similar considerations of other staff, pupils and the school. Please refer to the staff dress policy for more detailed information.

Equal Opportunities

The Governing Body of the school is committed to equality for all in the appointment, development, training and promotion of staff, and in all dealings with pupils and parents of the school. It also recognises that all members of staff have the right to work in a safe environment without fear of discrimination, harassment or abuse.

All pupils, colleagues, parents, members of the public and wider school community have the right to be treated with fairness and equality and must not be discriminated against. The school expects staff to uphold these principles. Please refer to the school's equalities policy for further guidance.

Conduct outside work

Care should be taken by staff to avoid any conflict of interest between activities undertaken outside school and responsibilities within school. In no instance should outside activities bring the school into disrepute**.**

Where staff are in doubt as to whether there is a conflict of interest, advice must be sought from the Headteacher. Where a member of staff is aware of any activity of another member of staff that may bring the school into disrepute they should report this immediately to their line manager.

Declaration of interests

Staff should consider carefully whether they need to declare to the school any relationship with an individual where this might cause a conflict with the school's activities, for example, a relationship with a Governor, another staff member or a contractor who provides services to the school. Where such a declaration is necessary this should be made to the Headteacher.

Staff may undertake work outside school, either paid or voluntary, provided it does not conflict with the interests of the school nor be at a level which may contravene the Working Time Regulations or affect an individual's performance at work.

Whistleblowing

The Public Interest Disclosure Act 1998 (as amended) gives protection to people who disclose reasonable concerns about serious misconduct or malpractice at work. This is known as Whistleblowing. The Governing Body of the school will treat all matters of malpractice very seriously and allegations about such matters will be dealt with quickly and with appropriate confidentiality.

Staff should acknowledge their individual responsibilities in bringing matters of concern to the attention of senior leadership in the school. This is particularly important where the welfare of children may be at risk.

A clear procedure is provided for staff to raise issues with the purpose of assisting in reducing the risk of serious concerns being mishandled, whether by the individual or by the school. For further information please refer to the school's 'Whistleblowing Policy' available on the z drive.

Health and safety

Staff must adhere to the school's Health and Safety policy and should ensure that they take every action to keep themselves and others in the school environment safe.

Please refer to the school's Health and Safety policy, available on the z drive, for further information.

Gifts and Hospitality

There may be occasions where children or parents wish to pass small tokens of appreciation to staff, for example as an end of year 'thank-you', and this is acceptable. However, it is unacceptable to receive gifts on a regular basis or of any significant value or to suggest to pupils that gifts would be appropriate or desired. Money should never be accepted as a gift.

It is not acceptable for staff to give gifts to pupils and any rewards given to children must be given in agreement with the declared reward practice of the school

Staff should not solicit or accept any gift, hospitality or other reward from external parties which influences the way in which they carry out their duties or leads the giver to expect preferential treatment.

Use of school resources and funds

The use of school resources, property and equipment is for school-related activities only, except where otherwise agreed. All members of staff must use any public or school funds entrusted or handled by them in a responsible and lawful manner.

Policy agreed by staff and governors - September 2025
Next Review – September 2026