



Elevate Learning Federation

Code of Conduct for all School Staff

September 2026

1. Introduction

1.1 As part of induction and safer recruitment processes, it is now an expectation that schools should have a code of conduct, incorporating safeguarding issues amongst others.

1.2 This code of conduct will form part of our Safer Recruitment procedures and induction programme.

1.3 It is the expectation of the school Governors that all members of the school staff will abide by the code of conduct and its expectations, particularly regarding issues of child protection, relationships with pupils, colleagues and parents & carers as well as other stakeholders.

1.4 The code of conduct supports and upholds those core values and expectations underpinned by the new standards for teachers (September 2012). The code is intended to set out our expected standards of conduct, our rules and values; it applies to all staff regardless of status and is not exhaustive.

1.5 All staff are expected to sign to indicate that they have read the code and are therefore in agreement to be bound by it.

1.6 Breaches of the code and the standards expressed in it could result in disciplinary action, including dismissal for serious offences.

1.7 Where an allegation of abuse is made against a member of staff, the Governing Body will follow the guidance set out in Working Together to Safeguard Children, A guide to inter-agency working to safeguard and promote the welfare of children (March 2015)

2. General Standards and Expectations

2.1 Dress code- It is important that all staff dress in a smart and appropriate manner. Blue denim, cold shoulder or shoe string straps are not suitable. Staff are role models to pupils and also to those who choose to undertake training in our setting and should therefore demonstrate the professional nature of our work and appearance. Jewellery should be kept to a minimum.

2.2 Attendance and Punctuality-

- **Be on site and available for work no later than 8.30am (unless specified as such in your contract) and leave no earlier than 3.30pm.** In the event of sickness inform the Head of School or SLT between 6.30 and 7:00am if you are unable to attend work so as to allow sufficient time for a colleague to cover your responsibilities. Inform the Head of School by 2pm if you are unavailable for work for a second day and each consecutive day thereafter to allow for cover to be established. All staff must sign in and out of the building for fire safety purposes.

Expectations are that:

- Staff attend work in accordance with their contract of employment and associated terms and conditions in relation to hours, days of work and holidays.
- To ensure the wellbeing of staff, anyone on long term sickness absence (3 weeks or more) and anyone taking maternity leave will need to hand in their laptops. Their emails will be disabled for the duration of their leave, unless they choose to be an exception to the rule.
- You make routine medical and dental appointments outside of working hours or during holidays, except in the case of emergencies, surgery or to attend ante-natal appointments. In any event time should be agreed with the Head of School and a leave of absence form submitted.
- Any requests for special leave must be agreed with the Head of School.

2.3 Management and Staff Relations- An atmosphere of mutual confidence, trust and respect between managers and staff is essential to achieving the aims and targets of the school and in providing a high quality teaching and learning environment. As a member of staff the Governors expect that staff will:

- promote the school in a positive manner
- work reliably and in accordance with the school's policies and procedures
- carry out reasonable instructions given by year group leaders, Head of School, Executive Headteacher or Deputy/Assistant Headteachers
- recognise their important role as part of a team and the positive impact of the team in achieving overall benefits for pupils

As a manager;

- support and assist staff to carry out their duties effectively
- provide feedback and advice to strive for excellence and high standards
- ensure compliance with safe working practices
- provide a safe and healthy working environment
- provide a working environment free from discrimination and harassment

2.4 Relationships with Pupils- Staff are expected to:

- encourage the highest possible level of achievement for our pupils
- value and respect all pupils equally regardless of gender, ethnicity, religion, belief, disability, special educational needs
- treat all pupils in a polite, positive, respectful and considerate manner
- act in accordance with the school's Safeguarding Policies
- implement the planning for positive behaviour policy and set appropriate professional boundaries that promote self-discipline and self esteem.

3. Principles of Professional Practice

3.1 All staff are expected to place the well-being and learning of pupils at the centre of their professional practice.

3.2 All staff are expected to seek to work in partnership with parents and carers, respecting their views and promoting understanding and co-operation to support pupil learning and well-being in and out of school.

3.3 Model those characteristics staff seek to instil in pupils, including enthusiasm for learning, a spirit of enquiry, honesty, tolerance, social responsibility, patience and a genuine concern for others.

3.4 Be able to reflect on own practice, develop own skills, knowledge and expertise and adapt appropriately to learn with and from colleagues both within and external to the school.

3.5 Have high expectations for all pupils, be committed to addressing underachievement and work to help pupils progress (narrowing the gap) regardless of their background or personal circumstances.

3.6 All staff should adhere to the **E-safety Policy** in relation to social networking sites and must refrain from discussing any matters relating to the school. Mobile phones must not be used during teaching or supervision time, unless an exception has been made by the Acting Headteacher.

4. Confidentiality

4.1 Staff are likely to have access to confidential information about pupils and in order to undertake their responsibilities. In some cases information may be highly sensitive. Such information should never be disclosed to anyone other than on a need to know basis.

4.2 Confidential information must be held securely. In the case of Safeguarding information, all information should be locked away.

4.3 Confidential information or information pertaining to data protection must not be held off the school site other than on security protected equipment. Information should only be held for the time taken to discharge the task for which is required. (Further information can be found in the e-safety policy and Data Protection Policy). All paper work must be disposed of in the correct manner i.e. shredding, not put in the general waste or re-cycling bins.

5. Propriety, Behaviour and Reputation

5.1 All staff have a responsibility to maintain public confidence in their ability to safeguard the welfare and best interests of pupils. High standards of personal conduct should be adopted in order to maintain the respect of pupils, colleagues and the public in general.

5.2 Social networking sites are extremely popular; staff must not post material which damages the reputation of the school or causes concern about their suitability to work with children or young people. Staff should not be friends with parents of children who attend the school on social media platforms.

5.3 All adults working in school who have contact with pupils are in a position of trust. Staff are expected to be fully cognisant with the safeguarding policies of the school and undertake a minimum of level 1 safeguarding training and undertake the bi-annual refresher.

5.4 A relationship between a member of staff, a volunteer or a governor and a pupil cannot be a relationship of equals. There is potential for exploitation and harm of pupils and all adults have a responsibility to ensure that the unequal balance of power is not used for personal advantage or gratification. It is important to recognise that women as well as men may abuse a position of trust.

5.5 There are occasions when pupils or parents wish to pass small tokens of appreciation to staff e.g. at Christmas or end of year, and this is acceptable. However it is unacceptable to receive gifts on a regular basis of any significant value.

5.6 Personal gifts must not be given to pupils. This could be misinterpreted as a gesture to bribe or to single out an individual. Any reward to a pupil should be in line with the school's behaviour policy.

6. Physical Contact and Personal Privacy

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

6.2 Physical contact which occurs regularly with a pupil should be subject to agreed and open school policies e.g. Intimate Care Plans, Health Care Plans, Behaviour Management Plans.

7. Transporting Pupils

7.1 Wherever possible transport arrangements should be made in advance by a designated member of staff. Transport by a member of staff must meet the requirements outlined within the health and safety policy (business cover and booster seat).

8. Photography, Videos and Mobile Phones

8.1 Many school activities involve recording images. These may be undertaken as part of the curriculum, extra school activities, for publicity or to celebrate achievement. The Data Protection Act 2018 affects the use of photography. All staff are expected to check the school data base to ascertain whether or not parental consent has been given to use pupil images.

8.2 Staff need to be aware of the potential for images to be misused and pupils who have been abused in this way may feel threatened by the use of photography.

8.3 Staff mobile phones should be switched off/be on silent during teaching sessions, unless special consent has been issued by the Headteacher. Mobile phones with cameras should not be used to record pupil images or make recordings. Only school equipment should be used to capture pupil images (see the e-safety policy).

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9. Whistle-blowing

9.1 Most problems and concerns within the workplace can usually be easily resolved, often informally. Sometimes however it is necessary to follow the school's Grievance Procedure. Very occasionally more serious issues may arise that cause suspicion and the implementation of the Whistle-blowing policy.

9.2 The Whistle-blowing policy is a mechanism which enables staff to raise concerns in the proper manner and identify malpractice at an early stage. Staff concerns should be shared with a senior member of staff where any of the following examples are evident:

- allowing a pupil to be treated badly; pretends not to know it is happening
- gossips/shares information inappropriately (including on social network sites)
- demonstrates inappropriate discriminatory behaviour and/or uses inappropriate language
- dresses in a way inappropriate to the job role
- does not treat pupils fairly/ demonstrates favouritism
- demonstrates a lack of understanding about personal professional boundaries
- uses their position of trust to intimidate, threaten, coerce or undermine
- appears to have an inappropriate social relationship with a pupil/s
- appears to have a special or different relationship with a pupil/s
- seeks to have unnecessary opportunities to be alone with a pupil.

10. Keeping within the Law

10.1 Staff are expected to operate within the law. Unlawful or criminal behaviour, at work or outside work, may lead to disciplinary action, including dismissal.

This document was reviewed in September 2026.

Signed as acceptance of this code:

Name:

Date:

