



MIDDLESEX
LEARNING
PARTNERSHIP

Trust Code of Conduct Policy

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1. AIMS, SCOPE AND PRINCIPLES

This policy aims to set and maintain standards of conduct that we expect all staff to follow.

By creating this policy, we aim to ensure our school is an environment where everyone is safe, happy and treated with respect.

Many of the principles in this code of conduct are based on the [Teachers' Standards](#).

School staff have an influential position in the school and will act as role models for pupils by consistently demonstrating high standards of behaviour.

We expect that all teachers will act in accordance with the personal and professional behaviours set out in the Teachers' Standards.

We expect all support staff, governors and volunteers to also act with personal and professional integrity, respecting the safety and wellbeing of others.

The Trust is an inclusive organization, with a strong moral purpose towards the education of all of its pupils, recognizing that some students have greater barriers to success than others.

Failure to follow the code of conduct may result in disciplinary action being taken, as set out in our staff disciplinary procedures.

Please note that this code of conduct is not exhaustive. If situations arise that are not covered by this code, staff will use their professional judgement and act in the best interests of the school and its pupils.

2. LEGISLATION AND GUIDANCE

In line with the statutory safeguarding guidance [Keeping Children Safe in Education](#), we should have a staff code of conduct, which should cover low-level concerns, allegations against staff and whistle-blowing, as well as acceptable use of technologies (including the use of mobile devices), staff/pupil relationships and communications, including the use of social media.

This policy also complies with our funding agreement and articles of association.

3. GENERAL OBLIGATIONS

Staff set an example to pupils. They will:

- Maintain high standards in their attendance and punctuality
- Never use inappropriate or offensive language in school
- Treat pupils and others with dignity and respect
- Show tolerance and respect for the rights of others
- Not undermine fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs

- Not express personal beliefs in a way that exploits pupils' vulnerability or might lead them to break the law
- Understand the statutory frameworks they must act within
- Adhere to the Teachers' Standards

4. SAFEGUARDING

Staff have a duty to safeguard pupils from harm, and to report any concerns they have. This includes physical, emotional and sexual abuse, and neglect.

Staff will familiarise themselves with our child protection and safeguarding policy and procedures, and the Prevent initiative, and ensure they are aware of the processes to follow if they have concerns about a child.

Our child protection and safeguarding policy and procedures are available on our Trust website. New staff will also be given copies on arrival. All staff will be given training on the application of our policies and expected to sign to certify their receipt and understanding of the policies.

4.1 ALLEGATIONS THAT MAY MEET THE HARM THRESHOLD

This section applies to all cases in which it is alleged that anyone working in the school, including a supply teacher, volunteer or contractor, has:

- Behaved in a way that has harmed a child, or may have harmed a child, and/or
- Possibly committed a criminal offence against or related to a child, and/or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children, and/or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children – this includes behaviour taking place inside or outside of school

We will deal with any such allegation quickly and in a fair and consistent way that provides effective child protection while also supporting the individual who is the subject of the allegation.

A 'case manager' will lead any investigation. This will be the headteacher, or the CoGs where the headteacher is the subject of the allegation.

4.2 LOW-LEVEL CONCERNS ABOUT MEMBERS OF STAFF

A low-level concern is a behaviour towards a child by a member of staff that does not meet the harm threshold, is inconsistent with the staff code of conduct, and may be as simple as causing a sense of unease or a 'nagging doubt'. For example, this may include:

- Being over-friendly with children
- Having favourites
- Taking photographs of children on a personal device
- Engaging in 1-to-1 activities where they can't easily be seen
- Humiliating pupils

Low-level concerns can include inappropriate conduct inside and outside of work.

All staff should share any low-level concerns they have using the reporting procedures set out in our child protection and safeguarding policy. We also encourage staff to self-refer if they find themselves in a situation that could be misinterpreted. If staff are not sure whether behaviour would be deemed a low-level concern, we encourage staff to report it.

All reports will be handled in a responsive, sensitive and proportionate way.

Unprofessional behaviour will be addressed, and the staff member supported to correct it, at an early stage.

This creates and embeds a culture of openness, trust and transparency in which our values and expected behaviour are constantly lived, monitored and reinforced by all staff, while minimising the risk of abuse.

Reporting and responding to low-level concerns is covered in more detail in our child protection and safeguarding policy. This is available on the MLP website.

Our procedures for dealing with allegations will be applied with common sense and judgement.

4.3 WHISTLE-BLOWING

Whistle-blowing reports wrongdoing that it is “in the public interest” to report. Examples linked to safeguarding include:

- Pupils’ or staff’s health and safety being put in danger
- Failure to comply with a legal obligation or statutory requirement
- Attempts to cover up the above, or any other wrongdoing in the public interest

Staff are encouraged to report suspected wrongdoing as soon as possible. Their concerns will be taken seriously and investigated, and their confidentiality will be respected.

Staff should consider the examples above when deciding whether their concern is of a whistle-blowing nature. Consider whether the incident(s) was illegal, breached statutory or school procedures, put people in danger or was an attempt to cover any such activity up.

Staff should report their concern to the headteacher/Executive Headteacher. If the concern is about the headteacher/other member of staff, or it is believed they may be involved in the wrongdoing in some way, the staff member should report their concern to the Trustee for safeguarding or Chair of Governors.

Concerns should be made in writing wherever possible. They should include names of those committing wrongdoing, dates, places and as much evidence and context as possible. Staff raising a concern should also include details of any personal interest in the matter.

For our school’s detailed whistle-blowing process, please refer to our whistle-blowing policy.

5. STAFF-PUPIL RELATIONSHIPS

Staff will observe proper boundaries with pupils that are appropriate to their professional position. They will act in a fair and transparent way that would not lead anyone to reasonably assume they are not doing so.

If staff members and pupils must spend time on a one-to-one basis, staff will ensure that:

- This takes place in a public place that others can access
- Others can see in to the room
- A colleague or line manager knows this is taking place

Staff should avoid contact with pupils outside of school hours if possible.

Personal contact details should not be exchanged between staff and pupils. This includes social media profiles.

While we are aware many pupils and their parents may wish to give gifts to staff, for example, at the end of the school year, gifts from staff to pupils are not acceptable.

If a staff member is concerned at any point that an interaction between themselves and a pupil may be misinterpreted, or if a staff member is concerned at any point about a fellow staff member and a pupil, this should be reported in line with the procedures set out in our child protection and safeguarding policy.

6. COMMUNICATION AND SOCIAL MEDIA

School staff's social media profiles should not be available to pupils. If they have a personal profile on social media sites, they should not use their full name, as pupils may be able to find them. Staff should consider using a first and middle name instead, and set public profiles to private.

Staff should not attempt to contact pupils or their parents via social media, or any other means outside school, in order to develop any sort of relationship. They will not make any efforts to find pupils' or parents' social media profiles.

Staff will ensure that they do not post any images online that identify children who are pupils at the school without their consent.

Staff should be aware of the Trust's online safety policy.

7. ACCEPTABLE USE OF TECHNOLOGY

Staff will not use technology in school to view material that is illegal, inappropriate or likely to be deemed offensive. This includes, but is not limited to, sending obscene emails, gambling and viewing pornography or other inappropriate content.

Staff will not use personal mobile phones and laptops, or school equipment for personal use, in school hours or in front of pupils. They will also not use personal mobile phones or cameras to take pictures of pupils.

We have the right to monitor emails and internet use on the school IT system.

Staff should be aware of the Trust's acceptable use policy.

8. CONFIDENTIALITY

In the course of their role, members of staff are often privy to sensitive and confidential information about the school, staff, pupils and their parents.

This information should never be:

- Disclosed to anyone unless required by law or with consent from the relevant party or parties
- Used to humiliate, embarrass or blackmail others
- Used for a purpose other than what it was collected and intended for

This does not overrule staff's duty to report child protection concerns to the appropriate channel where staff believe a child has been harmed or is at risk of harm, as detailed further in our child protection and safeguarding policy.

9. HONESTY AND INTEGRITY

Staff should maintain high standards of honesty and integrity in their role. This includes when dealing with pupils, handling money, claiming expenses and using school property and facilities.

Staff will not accept bribes. For safeguarding reasons, staff should be aware of the sensitivity around accepting regular gifts from students.

Gifts or hospitality over £25 in value may only be accepted with the approval of a member of SLT. A record of all such gifts should be kept within each school. Individual schools are required to make their Registers of Gifts and Hospitality available for inspection by internal/external auditors and the Board of Trustees as required.

Personal gifts must not be given to students as this may be misconstrued. Rewards given to students should always be within the individual behaviour/rewards policy of the individual school concerned.

Staff will ensure that all information given to the school is correct. This should include:

- Background information (including any past or current investigations/cautions related to conduct outside of school)
- Qualifications
- Professional experience

Where there are any updates to the information provided to the school, the member of staff will advise the school as such as soon as reasonably practicable. Consideration will then be given to the nature and circumstances of the matter and whether this may have an impact on the member of staff's employment.

10. DRESS CODE

Staff will dress in a professional, appropriate manner. This excludes jeans and leggings.

Outfits will not be overly revealing, and we ask that tattoos are covered up.

Clothes will not display any offensive or political slogans or be of an extreme fashion style.

Hair colours and cuts should not be of an extreme nature.

Shoes must have backs, slip-on/flip-flop sandals are not appropriate or suitable for health and safety requirements.

11. CONDUCT OUTSIDE OF WORK

Staff will not act in a way that would bring the school, or the teaching profession, into disrepute. This covers conduct including but not limited to relevant criminal offences, such as violence or sexual misconduct, as well as negative comments about the school on social media or drunken or lewd behaviour in public places where pupils are likely to congregate.

12. MONITORING ARRANGEMENTS

This policy will be reviewed but can be revised as needed. It will be approved annually by the Trust Board.

Individual Heads of School will ensure this code of conduct is implemented effectively, and will ensure appropriate action is taken in a timely manner to safeguard children and deal with any concerns.

13. LINKS WITH OTHER POLICIES ALL AVAILABLE ON THE MLP WEBSITE

This policy links with our policies on:

- Staff disciplinary procedures, which will be used if staff breach this code of conduct. It also sets out examples of what we will deem as misconduct and gross misconduct
- Staff grievance procedures
- Child protection and safeguarding
- Gifts and hospitality (Finance Policy)
- Online safety
- ICT Usage Policy
- Social Media Policy
- Whistle-blowing

Addendum to Staff Code of Conduct: Professional Conduct for Staff with Children Enrolled in Middlesex Learning Partnership Schools

This addendum applies to all staff members who have children enrolled in any of the Middlesex Learning Partnership Academy schools. As both an employee and a parent within the school community, it is essential to maintain professional integrity and uphold the standards of the organisation at all times. The following guidelines are to ensure that staff conduct remains appropriate in situations where personal and professional roles may overlap:

1. Separation of Personal and Professional Roles

- Staff members must distinguish clearly between their role as a parent and their professional responsibilities. Personal interests related to a child enrolled at the school must not interfere with the execution of professional duties.
- Professional decisions made by staff should not be influenced by personal matters involving their child. Similarly, staff should not use their position to gain personal advantages for their child.

2. Access to Information

- Any access to sensitive or privileged information regarding the school's operations, policies, or students (including their own child) must be handled with the highest level of confidentiality.
- Staff members must not use their professional access to gain information about their child or other students that they would not otherwise have as a parent.

3. Interactions with Colleagues

- When discussing matters related to their child, staff members should engage with other staff in the same manner as any other parent, adhering to the school's parental engagement protocols.
- Staff should not approach colleagues during working hours or use internal channels (e.g., email or internal messaging systems) to discuss matters related to their child unless it is strictly necessary and part of normal parental communication.

4. Participation in School Events

- Staff members attending school events as a parent must do so in a personal capacity and not as a representative of the school or the academy chain.
- Staff should be mindful not to influence or participate in discussions, decisions, or complaints regarding their own child's performance or behaviour beyond what is permitted for any other parent.

5. Conflict of Interest

- Staff members should declare any potential conflicts of interest if they are in a position to make decisions that could directly affect their child (e.g., being part of a disciplinary or academic review panel involving their child). In such cases, the staff member must recuse themselves from the decision-making process.

6. Use of School Resources

- Staff should not use their professional access to school resources, such as facilities or materials, for the personal benefit of their child beyond what is permitted for other parents or students.

7. Raising Concerns

- Concerns regarding a staff member's child should be raised through the same channels as for any other parent. This includes following the formal complaint procedures without attempting to bypass normal processes due to their position as a staff member.
- Staff members must avoid publicly discussing internal school matters related to their child with other parents or staff members outside of the proper professional channels.

8. Upholding School Values

- Staff with children enrolled in the school are expected to model exemplary behaviour both in their professional capacity and as parents. They should uphold and demonstrate the school's values, contributing to a positive school community.

9. Equal Treatment

- Staff members must ensure that their child is treated fairly and equally, and must not expect preferential treatment from the school. Similarly, staff should avoid situations where their child might be disadvantaged due to their position within the school.

This addendum is designed to safeguard professional boundaries and ensure that staff members with children at Middlesex Learning Partnership Academy schools maintain objectivity, fairness, and integrity in all areas of their work. Any breach of these guidelines will be considered a violation of the Staff Code of Conduct and may result in disciplinary action.

By adhering to these guidelines, staff members can contribute to a respectful and professional working environment while supporting their child's education within the school community.