



BPET Staff Code of Conduct

Signed:	
Chair of Trust Board:	Claire Delaney
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1 Bellevue Place Education Trust – Our commitment

Learn. Enjoy. Succeed.

Every BPET child and staff member enjoys a broad (LEARN) and enriched (ENJOY) learning experience, enabling them to achieve far greater individual success (SUCCEED) than they might previously have thought possible.

Our Mission

To grow hubs of like-minded, autonomous schools with a strong support network, all of which combine academic rigour with highly enriched opportunities that deliver a personalised approach to education and exceptional outcomes for all.

Our Difference

We are leading the way in delivering high quality education through skills-based and knowledge rich curricula, applying the best of the independent and state sectors to deliver breadth of opportunity and pupil enrichment. We empower all our schools as individual entities that best meet the needs of the communities they serve and have a strong relationship with families, who are our key partners in delivering the vision.

Our Promise

Every child is an individual. Our role is to nurture pupils' potential through a personalised approach to learning. BPET children are happy, independent, confident all-rounders. Our focus is ensuring an exceptional provision for all our children with supportive, accessible learning that enables every child to make progress, including high quality inclusion for children with Special Educational Needs. We encourage a 'be interested and be interesting' attitude in children and staff alike. We don't just teach; we want our pupils to have a passion to learn.

2 Purpose

- 2.1 The aim of this Code of Conduct for employees is to set out the standards of conduct expected of all staff and to provide further information for employees. This should be read in conjunction with BPET's disciplinary policy, Teachers' Standards and the statutory guidance Keeping Children Safe in Education.
- 2.2 This Code should make it clear to employees the expectations BPET has of them. Employees should note that this Code is not exhaustive in defining acceptable and unacceptable standards of conduct and employees must use common sense in adhering to the underpinning principles. If any employee is ever unsure what the expectations are in any given circumstance, they should speak to their line manager.
- 2.3 This Code does not form part of any employee's contract of employment and it may be amended at any time.

3 Scope

- 3.1 The Code applies to all employees regardless of length of service including those in their probationary period. It also applies to consultants, contractors, casual and agency staff and volunteers (collectively referred to as staff in this policy) although, unlike employees, breaches of the Code will not be managed through the disciplinary procedure.
- 3.2 As recognisable figures in the local community the behaviour and conduct of staff of BPET outside of work can impact on their employment. Therefore, conduct outside work may be treated as a disciplinary matter if it is considered that it is relevant to the employee's employment (see BPET disciplinary policy).

4 Safeguarding and promoting the welfare of children and recognising low level concerns

- 4.1 All employees are responsible for safeguarding children and promoting their welfare. This means that employees are required to take action to protect children from maltreatment, prevent impairment of children's health or development and ensure that children grow up in circumstances consistent with the provision of safe and effective care. This will enable all children to have the best outcomes.
- 4.2 All employees should be prepared to identify children who may benefit from early help. Early help means providing support as soon as a problem emerges at any point in a child's life, from the foundation years through to the teenage years.
- 4.3 All employees must be aware of the signs of abuse and neglect and know what action to take if these are identified.
- 4.4 All employees must be aware of low level concerns, no matter how small, and even if no more than causing a sense of unease or a 'nagging doubt' - that an adult working in or on behalf of the school or college may have acted in a way that:
- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work; and
 - does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the Local Authority Designated Officer (LADO).

Examples of such behaviour could include, but is not limited to:

- being over friendly with children
 - having favourites;
 - taking photographs of children on their mobile phone;
 - engaging with a child on a one-to-one basis in a secluded area or behind a closed door; or,
 - using inappropriate sexualised, intimidating or offensive language.
- 4.5 To do this, employees must have fully read and understood our child protection (safeguarding) policy, be aware of our systems for keeping children safe and must always follow the guidance in BPET policies.

4.6 All employees must cooperate with colleagues and with external agencies where necessary.

5 Roles and Responsibilities

5.1 Teachers/Headteachers/Line Managers will:

5.1.1 Apply the policies and procedures detailed in this document.

5.1.2 Ensure all new employees are made aware of the Guidance on Code of Conduct on commencing employment at the school.

5.1.3 Deal promptly, thoroughly, and fairly with any matter arising from a breach of this guidance.

5.2 Employees will:

5.2.1 Act in accordance with the principles set out in this document.

5.2.2 Never use their position for personal gain.

5.2.3 Through procedures outlined in the relevant School's policies, bring to the attention of the appropriate level of management any deficiency in the provision of service or breach of this guidance.

5.2.4 Maintain conduct of the highest standard such that confidence in their integrity is sustained.

5.3 Employees in roles that have their own professional code of conduct must:

5.3.1 Appropriately apply the standards of their profession in line with this guidance.

6 Principles

6.1 This Guidance on Code of Conduct in Schools is founded on the following principles:

- To ensure the highest standards of conduct and integrity from all employees who work in the school.
- To support the BPET visions and values, policies, and procedures.
- To set out clear objectives and expectations for all employees.
- To ensure all employees treat colleagues and those they interact with during their work with dignity and respect.
- Not to discriminate against any individual in the application of this guidance on any grounds including grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership, pregnancy and maternity or any other personal characteristic or quality.
- Not to discriminate against an individual on the grounds of trade union activities.

7 Duty of care

Staff must:

- Understand the responsibilities, which are part of their employment or role, and be aware that sanctions will be applied if these provisions are breached
- Always act, and be seen to act, in our pupils' best interests
- Avoid any conduct which would lead any reasonable person to question their motivation and/or intentions
- Take responsibility for their own actions and behaviour

8 Health & Safety

All employees must ensure that they:

- Familiarise themselves with the Health and Safety statements produced by BPET as published in the Staff Handbook
- Read and understand the BPET's Health and Safety Policy
- Comply with Health and Safety Regulations or instructions and use any safety equipment and protective clothing which is supplied to you by BPET
- Comply with any hygiene requirements
- Comply with any accident reporting requirements
- Never act in a way which might cause risk or damage to any other members of BPET'S community or visitors.
- Inform their line manager of any paid work undertaken elsewhere. This is to comply with the Working Time Regulations, which are a Health and Safety requirement.

9 Honesty and personal integrity

9.1 Employees are expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct at BPET.

9.2 Employees must comply with any lawful or reasonable instructions issued by managers or governors.

9.3 Employees uphold public trust in BPET and maintain high standards of ethics and behaviour, within and outside school, by:

- Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to their professional position
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Showing tolerance of and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs

- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

9.4 Employees must have proper and professional regard for the ethos, policies and practices of BPET and maintain high standards in their own attendance and punctuality. Employees must treat all colleagues with respect, dignity, fairness and courtesy at all times.

9.5 Staff must maintain high standards of honesty and integrity in their work. This includes the handling and claiming of money and the use of BPET's property and facilities.

10 Tackling discrimination

10.1 Employees are required to understand the types of discrimination and bullying that pupils and colleagues may be subject to. Employees are required to have read and understood BPET's Equality, Diversity and Inclusion Policy and Anti-Bullying Policy.

10.2 Employees must not ignore any form of discrimination. This includes inappropriate jokes and banter. Employees must positively promote equality and diversity and inclusion at all times.

11 Professional boundaries and relationships

11.1 Employees in BPET are in a position of trust in relation to our pupils which means that the relationship between an employee and a pupil is not one of equals. It is a specific offence for a person aged 18 or over (e.g. teacher, youth worker) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual.

11.2 Employees must ensure that they avoid behaviour which might be misinterpreted by others. This includes any type of communication that they may have with pupils.

11.3 Employees must not make sexual remarks to any pupil or discuss their own sexual relationships with, or in the presence of pupils. Employees must not discuss a pupil's sexual relationships in inappropriate settings or contexts. Any sexual behaviour by a member of staff towards any pupil is unacceptable and illegal.

11.4 Employees must ensure that professional boundaries are maintained at all times. This means that employees should not show favouritism to any pupil and should not allow pupils to engage in any type of behaviour that could be seen to be inappropriate. Pupils are not employees' friends and should not be treated as such.

11.5 Employees should be aware that it is not uncommon for pupils to become strongly attracted to a member of staff or to develop an infatuation. If any member of staff becomes aware of an infatuation they should discuss it with their line manager or the designated safeguarding lead immediately so that they can receive support on the most appropriate way to manage the situation.

- 11.6 For employees who are in a relationship with a colleague, parent or carer, or any other person associated with BPET we expect that they identify this to their line manager and ensure that this does not create a conflict of interest or affect their professional judgement or responsibilities in any way. Where an employee has managerial authority over another employee with whom they are in a close personal relationship, BPET reserves the right to transfer one or both employees to another role in BPET following appropriate consultation with both employees in order to seek agreement to the transfer.

12 Confidentiality and data protection

- 12.1 Members of staff may have access to confidential information about pupils, colleagues or other matters relating to BPET. This could include personal and sensitive data, for example information about a pupil's home life. Employees should never use this information to their own personal advantage, or to humiliate, intimidate or embarrass others. Employees should never disclose this information unless this is in the proper circumstances and with the proper authority.
- 12.2 If an employee is ever in doubt about what information can or can't be disclosed they should speak to their line manager or BPET's data protection officer, Director of Operations.
- 12.3 We will comply with the requirements of Data Protection Legislation (being the UK General Data Protection Regulation and Data Protection Act 2018) and any implementing laws, regulations and secondary legislation, as amended or updated from time to time. Employees are expected to comply with BPET 's systems as set out in our Data Protection Policy. If any employee becomes aware that data is at risk of compromise or loss, or has been compromised or lost they must report it immediately to the Data Protection Officer, in order (where applicable) for relevant breaches to be reported to the Information Commissioners Office within 72 hours.
- 12.4 Employees must read and understand our Data Protection Policy and other relevant policies including in relation to criminal records information, recruitment and safer recruitment, internet, email and communications, information security, copies of which are available on the school website, BPET website or from the Office Manager.

13 Physical contact with pupils

- 13.1 There are occasions when it is entirely appropriate and proper for staff to have physical contact with pupils. Employees must ensure that they only do so in ways that are appropriate to their professional role and in response to the pupil's needs at the time. This should be of limited duration and appropriate to the age, stage of development, gender and background of the pupil. Employees should always be able to explain why they have made physical contact with a pupil. Employees should ensure that they have read and understood our Physical Contact Policy.
- 13.2 There may also be occasions where a pupil is in distress and needs comfort and reassurance which may include age-appropriate physical contact. If an employee is in this position, then they should consider the way in which they offer comfort, ensuring that it is not open to misinterpretation and is always reported to their line manager or the Designated Safeguarding Lead.

13.3 Staff may legally physically intervene with pupils to prevent them from committing a crime, injuring themselves or others, causing damage to property, engaging in behaviour prejudicial to good order and to maintain good order and discipline. Physical force should never be used as a form of punishment.

13.4 Sexual contact, including grooming patterns of behaviour, with pupils is unlawful and unacceptable in all circumstances.

14 Behaviour management

14.1 Employees should not use any form of degrading or humiliating treatment to punish a pupil. The use of sarcasm, demeaning or insensitive comments towards pupils is completely unacceptable.

14.2 Where pupils display difficult or challenging behaviour, employees should follow the School's behaviour policy using strategies appropriate to the circumstance and situation.

15 Social contact with pupils

15.1 Employees should not establish or seek to establish social contact, via any channels (including social media), with pupils for the purposes of securing a friendship or to pursue or strengthen a relationship. Employees should use their work provided equipment only for communicating electronically with pupils. If there are any circumstances in which an employee has had to provide their personal contact details, including phone numbers, email address etc., to any pupil then they should report this to their line manager or the Designated Safeguarding Lead.

15.2 BPET's advice to staff is not to connect to pupils via social media or other communication channels unless this is for professional purposes and that the employee can demonstrate that this is the case.

15.3 BPET is part of our community and we recognise that, as members of the community, employees will come into contact with pupils outside of BPET. We expect staff to use their professional judgement in such situations and to report to their line manager or the Designated Safeguarding Lead any contact that they have had with a pupil, outside of school, that they are concerned about or that could be misinterpreted by others.

16 Social Media

16.1 Staff must not post disparaging or defamatory statements about BPET, our pupils or their parents or carers; our governors or staff; suppliers and vendors; and other affiliates and stakeholders. Staff should avoid social media communications that might be misconstrued in a way that could damage BPET's reputation, even indirectly.

16.2 If you see content in social media that disparages or reflects poorly on BPET or our stakeholders, you should print out the content and contact the Head Teacher or Director of Operations. All staff are responsible for protecting BPET's reputation.

17 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 employees use their personal equipment to take images of pupils at or on behalf of BPET.

18 Acceptable use of technology

18.1 Staff should only use ICT systems and resources (email and phone) for all BPET business or only in line with what is allowed.

18.2 Employees should read and understand our ICT policy.

19 Personal Phones and Tablets

19.1 Staff must not use personal electronic communication devices such as mobile phones or iPads as cameras in school. Any photographs/video footage must be taken using school equipment. Staff must only save images on school IT hardware/computers.

19.2 Staff who are in contact with pupils should not use personal mobile phones in school during their directed/paid hours of employment unless there are exceptional circumstances and they have requested and been given explicit permission to do so by the Headteacher. Outside of these times, mobile phones should only be used in areas of the school where pupils are not present.

20 Alcohol and Substance Misuse

20.1 Staff are expected to arrive at work fit to carry out their job and to be able to perform their duties safely without any limitations due to the use or after effects of alcohol or drugs. In this policy drug use includes the use of controlled drugs, psychoactive (or mind-altering) substances formerly known as "legal highs", and the misuse of prescribed or over-the-counter medication.

20.2 Alcohol and drug-related problems may develop for a variety of reasons and over a considerable period of time. Therefore, BPET will seek, where appropriate, to treat these problems in a similar way to other health issues. Support may be provided at this point, in order to aid a full recovery, allowing a return to work/effective performance and the full range of duties.

20.3 Employees should read and understand our alcohol and drugs at work policy.

21 Working one to one with pupils

21.1 There will be times where an employee is working one to one with a pupil and this is acceptable. Employees need to understand that this means that they may be more vulnerable to allegations being made against them. Therefore, it is important that employees:

- Avoid meeting on a one-to-one basis in secluded areas of the school

- room
- Inform a colleague or line manager of the meeting, preferably beforehand
- Reports to their line manager if the pupil becomes distressed or angry.

22 Curriculum

- 22.1 Many areas of the curriculum can include or raise subject matter which is sexually explicit or of a political or sensitive nature. Care should be taken to ensure that resource materials cannot be misinterpreted and clearly relate to the learning outcomes identified by the lesson plan. This can be supported by developing ground rules with pupils to ensure sensitive topics can be discussed in a safe learning environment. This plan should highlight particular areas of risk and sensitivity and care should especially be taken in those areas of the curriculum where usual boundaries or rules are less rigorously applied e.g. Health and Social Care, PSHE, Drama.
- 22.2 The curriculum can sometimes include or lead to unplanned discussion about subject matter of a sexually explicit, political or otherwise sensitive nature. Responding to children's questions requires careful judgement and employees should take guidance in these circumstances from the Designated Safeguarding Lead.

23 Dress and appearance

Working in BPET employees are role models to our pupils and how they present themselves is important. BPET has a staff dress code policy and you should read and adhere to this. A copy is available from the Office Manager.

24 Gifts and hospitality

BPET has an Anti-bribery/Gifts and Hospitality Policy and employees should read and adhere to this. A copy is available from the Office Manager.

25 Keeping within the law

- 25.1 Staff are expected to operate within the law. Unlawful or criminal behaviour, at work or outside work, may lead to disciplinary action, including dismissal, being taken. However, being investigated by the police, receiving a caution or being charged will not automatically mean that an employee's employment is at risk.
- 25.2 Employees must ensure that they:
- 25.2.1 Uphold the law at work
- 25.2.2 Never commit a crime away from work which could damage public confidence in them or BPET, or which makes them unsuitable for the work they do. This includes, for example:

- submitting false or fraudulent claims to public bodies (for example, income support, housing or other benefit claims)
- breaching copyright on computer software or published documents
- sexual offences which will render them unfit to work with children or vulnerable adults
- crimes of dishonesty which render them unfit to hold a position of trust.

25.2.3 Write and tell the Headteacher (or Director of Education if they are the Headteacher or a central team Director if they are a member of the central team), immediately if they are questioned by the police, charged with, or convicted of, any crime whilst they are employed at BPET (this includes outside of their working hours). The Headteacher/Director of Education/Director will then need to consider whether this charge or conviction damages public confidence in BPET or makes the employee unsuitable to carry out their duties.

26 Conduct outside of work and at work related functions

- 26.1 Unlike some other forms of employment, working at BPET means that an employee's conduct outside of work could have an impact on their role.
- 26.2 Staff must not engage in conduct outside work which could seriously damage the reputation and standing of BPET or the employee's own reputation or the reputation of other members of the BPET community. Employees should be aware that any conduct that we become aware of that could impact on their role within BPET or affect BPET's reputation will be addressed under our disciplinary procedure.
- 26.3 We therefore expect employees to make us aware immediately of any such situations that have happened outside of the work.
- 26.4 Employees are required to demonstrate responsible behaviour at work-related functions and work-related social events that take place outside normal work hours and to act in a way that will not have a detrimental effect on our reputation.
- 26.5 Staff must not behave in a way outside work that may impact on their suitability to work with children. This includes behaviour which does not directly involve a child/children. Should we become aware of any such incident or behaviour, we may treat the issue as a safeguarding matter and manage it in accordance with the Keeping Children Safe in Education statutory guidance document. Employees should be aware that any behaviour that we consider may impact on an employee's suitability to work with children will be addressed under our disciplinary procedure and may lead to a referral to the Disclosure and Barring Service (DBS) and the Teaching Regulation Agency (where appropriate).
- 26.6 We therefore expect employees to make us aware immediately of any such situations that have happened outside of the work.

27 Agency workers

- 27.1 We will investigate allegations made against agency workers with the cooperation of the agency. Whilst we may decide to cease using the services of an agency worker, this will not prevent us from investigating allegations and liaising with the Local Authority Designated Officer (LADO) to determine a suitable outcome. We expect agency workers and agencies to cooperate with our investigations and with external agencies where applicable.
- 27.2 We will discuss with the agency whether it may be appropriate for them to consider suspending an agency worker, or whether we are prepared to redeploy an agency worker during an investigation.

28 Raising Concerns in the Workplace – Grievances and Whistleblowing

- 28.1 Employees should report any significant concerns they may have about any aspect of service provision, or the conduct of employees, or others acting on behalf of the school without fear of victimisation.
- 28.2 In the first instance, employee concerns should be raised via the schools internal complaints procedure. Where concerns have not been addressed satisfactorily through the internal complaints procedure, employees can report unresolved issues under the [BPET Whistleblowing Policy](#).
- 28.3 If an employee has a concern regarding their own employment they should raise this under the BPET Grievance Policy.

29 Approval by the Bellevue Place Education Trust Board

This policy has been approved and adopted by the BPET Board.

30 Review

This Code of Conduct is reviewed and amended every two years by BPET. We will monitor the application and outcomes of this code of conduct to ensure it is working effectively.