



1.0 Introduction

1.1 This policy sets out clear guidance on the standards of behaviour expected from all staff at Richard Challoner School. The principles underlying the guidance aim to encourage staff to achieve the highest possible standards of conduct and minimise the risk of inappropriate conduct occurring.

1.2 School staff are in a unique position of trust and influence as role models for pupils/students. Therefore, staff must adhere to behaviour that sets a good example to all pupils/students within the school.

1.3 Staff also have an individual responsibility to maintain their reputation and the reputation of the school, both inside and outside working hours and work setting.

1.4 This policy applies to all staff and volunteers in the school regardless of their position, role or responsibility. References to 'staff' throughout the policy relate to all of the following groups:

1.4.1 All members of staff including teaching and support staff

1.4.2 Volunteers, including governors

1.4.3 Casual workers

1.4.4 Temporary and supply staff, either from agencies or engaged directly

1.4.5 Student placements, including those undertaking initial teacher training and apprentices.

1.5 Richard Challoner School requires that all staff have read and agree to comply with this policy.

1.6 Breach or failure to observe this policy may result in action being taken under the school disciplinary procedures including, but not limited to, dismissal.

1.7 This code of conduct is not an exhaustive list of acceptable and unacceptable standards of behaviour. In situations where guidance does not exist in this policy staff are expected to exercise their professional judgement and act in the best interests of the pupils/students and the school.



2.0 Professional Behaviour and Conduct

2.1 Staff are expected to demonstrate the highest possible standards of personal and professional conduct and behaviour and consistently act with honesty and integrity. Richard Challoner School expects staff to treat each other, pupils/students, parents and the wider community with dignity and respect at all times.

2.2 Staff must act in accordance with their duty of care to pupils and ensure that the safety and welfare of pupils are accorded the highest priority.

2.3 Staff must have regard for the ethos and values of the school and must not do or say anything which may bring the school or governing body into disrepute. Care should be taken by staff to avoid any conflict of interest between activities undertaken outside school and responsibilities within school. Staff should act in accordance with the school's policies and procedures at all times.

3.0 Dress and Appearance

3.1 Richard Challoner School recognise that dress and appearance are matters of personal choice and self-expression. However, all staff must dress in a manner that is appropriate to a professional role and that promotes a professional image and bear in mind that they are role models for the students in their care.

3.2 Staff should dress safely and appropriately for the tasks they undertake.

4.0 Smoking, alcohol and other substances

4.1 Richard Challoner is a non-smoking site (this includes vaping). Staff must not smoke on school premises or outside school gates.

4.2 Staff must not smoke whilst working with or supervising pupils offsite.

4.3 Staff must not consume or be under the influence of alcohol during the school day.



4.4 Staff must refrain from the excessive consumption of alcohol at school events (i.e. Leaving Proms, residential visits) both within the school premises and outside the school setting.

4.5 Any member of staff using or in possession of illicit drugs or other illegal substances whilst undertaking any activities relating to the school will be considered in breach of contract and could ultimately be dismissed for gross professional misconduct.

5.0 Relationships with Pupils/Students

5.1 Staff must maintain professional boundaries with pupils/students appropriate to their position and must always consider whether their actions are warranted, proportionate, safe and applied equitably. 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.

5.2 Staff should not undertake home visits as a matter of course. Where a home visit is necessary it should be discussed with a member of the SLT or the Safeguarding team, in advance, and where necessary an appropriate risk assessment should be undertaken. As a rule of thumb, a home visit should involve two members of staff.

5.3 Staff must not establish or seek to establish social contact with pupils for the purpose of securing a friendship or to pursue or strengthen a relationship. If a young person seeks to establish social contact, you should exercise your professional judgement in making a response and be aware that such social contact could be misconstrued.

5.4 Working Together to Safeguard Children¹ defines sexual abuse as ... 'forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

¹ [Working Together to Safeguard Children](#)



5.5 Staff should be mindful of section 16 of The Sexual Offences Act 2003². [Link is here](#)

5.6 Staff must not make sexual remarks to a pupil/student, discuss their own sexual relationships with, or in the presence of, pupils/students or discuss a pupil's sexual relationships in an inappropriate setting or context.

6.0 Infatuations

6.1 It is not unusual for pupils or, sometimes, their parents to develop infatuations towards members of staff. All such situations must be responded to sensitively to maintain the dignity of those concerned.

6.2 Staff should also be aware that such circumstances carry a high risk of words or actions being misinterpreted and for allegations to be made against staff. Any indications of an infatuation towards yourself or another member of staff must be reported to one of the Leadership or Safeguarding Team.

7.0 Gifts/Hospitality/Private Tuition

7.1 Staff need to take care that they do not accept any gift/offer of hospitality that might be construed as a bribe by others, or lead the giver to expect preferential treatment. However, there may be occasions where pupils/students or parents wish to give a small token of appreciation to staff, for example at religious festivities or at the end of the year.

7.2 If you are unsure whether to accept a gift you should consult your line manager. Any gifts that might be valued in excess of £30 should be recorded in the "Gifts Register", stored in the Bursar's office.

7.3 Staff should not undertake paid private tuition on the school premises due to a conflict of interests with their paid responsibilities as an employee of the school.

² Section 16 of The Sexual Offences Act 2003 provides that it is an 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. A situation where a person is in a position of trust could arise where the child is in full-time education and the person looks after children under 18 in the same establishment as the child, even if s/he does not teach the child.



8.0 Physical Contact with Pupils

8.1 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. A 'no touch' approach is impractical for most staff and may in some circumstances be inappropriate. When physical contact is made with pupils it should be in response to their needs at that time, of limited duration and appropriate to their age, stage of development, gender, ethnicity and background. It is not possible to be specific about the appropriateness of each physical contact, since an action that is appropriate with one child in one set of circumstances may be inappropriate in another, or with a different child. Staff should therefore, use their professional judgement at all times.

8.2 Staff should be aware that even well-intentioned physical contact may be misconstrued by the child, an observer or by anyone to whom this action is described. Staff should never touch a child in a way which may be considered indecent. Always be prepared to explain actions and accept that all physical contact be open to scrutiny. Staff must not engage in rough play, tickling or fun fights with pupils/students.

8.3 Extra caution should be exercised where a child is known to have suffered previous abuse or neglect. Such experiences may sometimes make a child exceptionally needy and demanding of physical contact and staff should respond sensitively by deterring the child through helping them to understand the importance of personal boundaries.

8.4 Staff supervising PE and games or providing musical tuition should demonstrate the use of a particular piece of equipment/instrument on another member of staff if possible. However, they may be required to initiate physical contact with pupils/students to support a child to perform a task safely, to demonstrate the use of a particular piece of equipment/instrument or to assist them with an exercise. Contact under these circumstances should be done with the pupil/student's agreement, for the minimum time necessary and in an open environment. Staff should remain sensitive to any discomfort expressed verbally or non-verbally by the pupil/student.

8.5 Physical contact must never be secretive, for the gratification of the adult or represent a misuse of authority.

8.6 Any physical restraint is only permissible when a child is in imminent danger of inflicting an injury on himself/herself or on another, and then only as a last resort when all efforts to diffuse the situation have failed. Another member of staff should, if possible, be present to act as a



witness. All incidents of the use of physical restraint should be recorded in writing and reported immediately to the Designated Safeguarding Lead or a Deputy Designated Safeguarding Lead, who will decide what to do next. In practice and whenever possible, if a member of staff is of the opinion that physical restraint is necessary then they should call for a member of the Senior Leadership Team to perform that duty if at all practical.

8.7 If a member of staff believes that an action could have been misinterpreted, the incident and circumstances should be reported to one of the Leadership or Safeguarding Team and recorded, if appropriate.

8.8 Staff dealing with students who have particular physical needs should refer to Richard Challoner School's Intimate Care Policy.

9.0 Child in distress

9.1 There may be occasions when a student is in distress and in need of comfort as a reassurance. This may include age appropriate physical contact. Staff should remain self-aware at all times in order that their contact is not threatening, intrusive or subject to misinterpretation.

9.2 If you have a particular concern about the need to provide this type of care and reassurance you should seek further advice from one of the Leadership or Safeguarding Team.

10.0 Showers and changing

10.1 Pupils/students are entitled to respect and privacy whilst they are changing or showering e.g. after PE/games or on residential trips. However, there needs to be an appropriate level of supervision in order to safeguard young people, meet health and safety requirements and to ensure that bullying does not take place. The supervision should be appropriate to the needs and age of the pupils/students and sensitive to the potential for embarrassment.

10.2 Staff should be vigilant about their own behaviour and announce their intention of entering a changing room. Staff must not change or shower in the same place as, or in view of, students.



11.0 One to one situations

11.1 Staff working individually with pupils/students should be aware of the potential vulnerability of pupils/students and staff in such situations. Staff should manage these situations with regard to the safety of the pupil/student and to themselves.

11.2 Individual work with pupils should not be undertaken in isolated areas or rooms where there is no external viewing panel. Where it is necessary to close doors for reasons of confidentiality a colleague should be made aware of this and asked to remain vigilant.

12.0 Transporting pupils

12.1 In certain circumstances it may be appropriate for staff to transport pupils/students offsite, for example sports fixtures, swimming lessons or other out of school activities. For additional details refer to the ~~School journey policy~~ or Minibus Policy.

12.2 Staff should ensure that the driver is not distracted while the vehicle is in motion for any reason other than an emergency and should also ensure all passengers are wearing correctly fastened seatbelts. Staff should never transport pupils/students while under the influence of alcohol or drugs.

12.3 It is inadvisable for staff to give a lift in a car to a pupil /student alone. Wherever possible and practicable it is advisable that transport is undertaken other than in private vehicles, with at least one adult additional to the driver acting as an escort. If there are exceptional circumstances that make unaccompanied transportation of pupils unavoidable, the journey should be made known to a member of the Senior Leadership Team and where possible, the student should be seated in the rear of the vehicle.

13.0 E-Safety

13.1 Staff should follow Richard Challoner School's Staff ICT Policy and have regard for school's Student ICT Policy at all times.

13.2 Staff must not engage in inappropriate use of social network sites which may bring themselves, the school or the school community into disrepute. Staff should adopt the highest security settings on any personal profiles they have.



13.3 Staff should remain mindful of their digital footprint and exercise caution in all their use of social media or any other web-based presence they have. This includes written content, videos or photographs and views expressed either directly or by 'liking' certain pages or posts or following certain individuals or groups. Staff should exercise care when using dating websites where staff could encounter students.

13.4 Staff must not make contact with pupils, must not accept or initiate friend requests nor follow pupils/students accounts on any social media platform. Staff must not communicate with pupils/students via social media, websites, on-line gaming, instant messenger accounts or text message. The only acceptable method of contact is via the use of electronic systems provided by the school e.g. Showbie, School email account, Show My Homework etc.

13.5 Staff should not make contact with pupils' family members, accept or initiate friend requests or follow pupils' family member's account on any social media platform.

13.6 However, Richard Challoner School acknowledges that staff who are also parents may wish to make contact with other parents, who are friends, over social media. Staff must exercise caution and professional judgement in these circumstances and should not have any contact with pupils' family members via social media if that contact is likely to constitute a conflict of interest or call into question their objectivity.

14.0 Photography, video and images of children

14.1 Many school activities involve recording images as part of the curriculum, extra school activities, publicity or to celebrate an achievement. Further details can be found in the Data Protection Policy. It is also important to take into account the wishes of the pupil/student, remembering that some pupils/students do not wish to have their photograph taken or be filmed

14.2 When photographs or video footage of pupils/students are taken for purposes authorised by the school, they should be uploaded to a school storage solution and deleted from the device in a timely fashion.

14.3 All photographs and video footage should be available for scrutiny and staff should be able to justify all images/video footage made.

14.4 Staff should remain aware of the potential for images of pupils/students to be misused to create indecent images of children and/or for grooming purposes. Therefore, careful consideration should be given to how activities which are being filmed or photographed are



organised and undertaken. Particular care should be given when filming or photographing young or vulnerable pupils/students who may be unable to question how or why the activities are taking place. Staff should also be mindful that pupils/students who have been abused through the use of video or photography may feel threatened by its use in a teaching environment.

15.0 Confidentiality

15.1 Members of staff may have access to confidential information about pupils/students, their parents/carers or their siblings. Staff must not reveal such information except to those colleagues who have a professional role in relation to the pupil/student on a need to know basis.

15.2 Staff should never use confidential or personal information about a pupil/student 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 pupil/student.

15.3 All staff are likely at some point to witness actions which need to be confidential. For example, where a pupil/student is bullied by another pupil/student, this needs to be reported and dealt with in accordance with the appropriate school procedure. It must not be discussed outside the school, including with the pupil/student's parent or carer, nor with colleagues in the school except by a senior member of staff with the appropriate authority to deal with the matter.

15.4 Staff have a statutory obligation to share with Richard Challoner School's Designated Safeguarding Lead or Deputy Designated Safeguarding Lead any information which gives rise to concern about the welfare or safety of a pupil/student or that might suggest a pupil / student

is in need or at risk of significant harm. Staff should pass on information without delay in accordance with the Safeguarding Policy and procedures and this should be recorded. Staff must never promise a pupil/student that they will not act on or pass on any information that they are told by the pupil/student.

15.5 Any media or legal enquiries should be passed to the senior leadership team and only approved staff and Governors should communicate to the media about the school.



16.0 Whistleblowing

16.1 Whistleblowing is the mechanism by which staff can voice their concerns, without fear of repercussion.

16.2 All school staff have a duty to report any behaviour by a colleague which raises concern. Staff should refer to Richard Challoner School's whistleblowing policy for further guidance. This is particularly important where the welfare of pupils/students may be at risk.

17.0 Low Level Concerns

17.1 The culture of our school is such that staff are encouraged to pass on low level concerns to the headteacher. These concerns will be recorded and dealt with appropriately. Ensuring they are dealt with effectively will also protect those working in or on behalf of the school from potential false allegations or misunderstandings.

18.0 Compliance

18.1 All staff must complete the form in appendix 1 to confirm they have read, understood and agree to comply with this policy. This form should be signed and dated and a copy retained on the member of staff's file.

Review Due: May 2023

Review Cycle: Annual



Appendix 1

Confirmation of compliance

I hereby confirm that I have read, understood and agree to comply with Richard Challoner School's Staff Behaviour Policy.

Name

Position/Post Held.....

Signed

Date

Once completed, signed and dated, please return this form to the Headteacher via the Headteacher's P.A.