

# INCLUSIVE | MULTI ACADEMY TRUST

## CODE OF CONDUCT FOR EMPLOYEES

DOCUMENT DETAIL	
Approving Body	Executive Leaders
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## Policy Statement

The Inclusive MAT is committed to supporting our staff and wants all employees to be comfortable in their work environment. We believe this guidance supports a positive working environment and develops and maintains better relationships with colleagues. The Code of Conduct is a statement of the Inclusive MAT's values and describes both the way it wishes to carry out its business and the standards of conduct it expects from its staff and others working for the Trust.

The code applies to all individuals operating on behalf of the Trust whether as an employee or working for the Trust in any other capacity (collectively referred to as "Staff" or "you" within this policy).

## Policy Context

The Trust aims to be an employer of choice and expects all employees to conduct themselves in a way that reflects its promises and beliefs. Trust employees are role models and are in a unique position of influence and must adhere to behaviour that sets a good example to all the pupils within the Trust. As a member of a school community, each employee has an individual responsibility to maintain their reputation and the reputation of the Trust and its schools, whether inside or outside working hours.

The Trust is committed to raising standards. By abiding by the Code of Conduct and following the Trust promises and beliefs and behaving in a manner that reflects these values, our aim to create a better place for all to work and learn.

## Our Beliefs and Promises

We believe that:

- happy children learn
- happy staff thrive
- happy people build a community

We promise that people in the Inclusive Multi Academy Trust will:

- experience a sense of belonging, dignity and equity
- feel safe, socially, emotionally and physically
- develop outstanding academic and life skills
- foster an intrinsic love of learning whilst having fun
- build lasting, healthy relationships and support networks
- engage with and contribute substantially to their local and global community

These values guide the way staff behave whilst at work, they guide the way we work together, how we do our jobs and how we recruit, select and develop our staff.

We expect you to behave in a manner that is consistent with these values, and this is encouraged and reinforced through the Trust's performance appraisal process for employees.

This code is intended to bring your attention to key areas of conduct. However, the code is backed up by more detailed policies on Health and Safety, Equity, Diversity and inclusion, Social Media, Child Protection and Safeguarding, Whistleblowing Policy, and Allegations of Abuse Against Staff in Schools. It should also be read in conjunction with our Disciplinary Policy and Procedure, Grievance Policy and Capability Policy for employees.

Many of the rules set out below may seem obvious and would apply in any type of employment; for example, the requirement to follow reasonable instructions. Others, however, are related specifically to the nature of our organisation and may only be relevant to particular groups of staff.

By their nature, **these rules are not exhaustive** but they set out the principles to be observed which, if breached, may lead to disciplinary action against employees or other action against non-employees. From time-to-time issues may arise which are not specifically covered within this code, but which may lead to disciplinary action if your actions amount to misconduct in the case of employees or other action for non-employees.

Even though not mentioned in the rules, criminal or statutory offences committed while at work may result in disciplinary action, including summary dismissal (or other action for non-employed staff).

We may also be obliged to involve the Police. Such offences committed away from work may be dealt with under the disciplinary procedure (employees) if they are considered relevant to the suitability for the work you are employed to do. You must notify us immediately if you are charged or convicted of any criminal offences; or are in receipt of any indictments or police cautions; or are provisionally or permanently placed on the Children's Barred or Adults' Barred List (if applicable) administered by the DBS. Failure to do this may be taken into account in disciplinary proceedings (employees).

If you collude with anyone else in the breaking of any of these rules you may also be liable to disciplinary action or other action.

## Rules and Standards of Behaviour

The rules that follow set out examples of standards of behaviour expected of you. It should be noted that **this list is not exhaustive**.

Breaches of the Code of Conduct will be dealt with in accordance with our Disciplinary Policy and Procedure (or other action against non-employees).

The disciplinary action to be taken in any individual case will always depend on the particular facts. However, breach of any rule shown within the Code may lead to dismissal or summary dismissal (dismissal without notice for gross misconduct) dependent on the seriousness of the misconduct, or termination of your contract for non-employed staff.

## Health and Safety

You should always observe any Trust health and safety rules and guidance.

### **You should never:**

- breach our health and safety policies;
- act in a manner likely to endanger yourself, colleagues, pupils, parents, members of the public, the Trust's property or that of a third party;
- ignore anything that has the potential to cause harm. It should be immediately brought to the attention of your line manager;
- misuse any item provided for health and safety purposes;
- smoke or vape on school grounds or property including in vehicles.

## Drug, Alcohol and Substance Misuse.

We prohibit you from drinking alcohol in the workplace, during your contracted hours or during Trust business, other than reasonable drinking of alcohol in connection with approved social functions. We regard drinking to an 'unreasonable level' as any of the following situations:

- in the opinion of management, your performance is impaired;
- in the opinion of management, your behaviour may cause embarrassment, distress or offence to others;
- you continue to drink when instructed to stop by a manager.

We will take all reasonable steps to prevent staff carrying out work-related activities if you are considered to be unfit/unsafe to undertake the work as a result of alcohol consumption or substance abuse.

We expressly prohibit the use of any illegal drugs or any prescription drugs that have not been prescribed for the user. It is a criminal offence to be in possession of, use or distribute an illicit substance. If any such incidents take place on Trust premises, in Trust vehicles or at a Trust related function, they will be regarded as serious, will be investigated by us, and may lead to disciplinary action and potential dismissal (or termination of your contract for non-employees) and possible reporting to the Police.

**Staff or any other person under the Trust's control must not, in connection with any work-related activity:**

- be under the influence of alcohol or drugs (except prescribed medication for you) whilst at work, during contracted hours or whilst performing any duties;
- misuse and be under the adverse influence of substances whilst at work, during contracted hours or whilst performing any duties;
- attempt to sell or give drugs or alcohol to any other employee, staff, pupil or other person;
- be in possession of controlled drugs contrary to the Misuse of Drugs Act 1971 (as amended);
- operate machinery under the influence of drugs or alcohol. (There may be an exception for prescription drugs, provided they do not have an impact on performance whilst operating machinery);
- fail to inform your line manager if taking Prescription drugs or over the counter medication which may affect the ability to perform duties normally;
- drive vehicles whilst on Trust business whilst under the influence of drugs and/or alcohol or prescribed/over the counter drugs that may have an impact on your ability to drive safely;
- fail to follow instructions in relation to health and safety procedures for use and storage of solvents.

## Attendance at Work

Employees should attend for work at all agreed times and should obtain prior authorisation for any absence.

**Employees should:**

- observe any designated hours of work;

- always observe the Trust's requirements on the notification of absence by reason of sickness (outlined within our Health and Attendance Policy);
- never work elsewhere when absent from the Trust without line manager's authorisation. Examples of absence include sickness, suspension and leave related to work and families.
- comply with our leave policies (including our Leave of Absence policy, Parental Leave Policy, Shared Parental Leave (Birth) Policy, Shared Parental Leave (Adoption & Surrogacy) Policy, Paternity Leave and Pay Policy.
- never leave work during designated/ agreed working hours without permission.

## Professional Conduct

We expect all staff to behave in a professional manner at all times, to be honest, act with integrity and give respect and consideration to others and to comply with professional codes of practice.

### Staff should always:

- be honest,
- follow all reasonable and lawful instructions;
- conduct themselves in a manner that does not bring the Trust's name into disrepute;
- act in a manner that is not abusive towards another person, this includes indirect abuse for example where abusive comments are made to others out of the hearing of the target;
- treat everyone with respect and not undermine them, bully or harass them or act towards them in a manner which is discriminatory;
- adhere to professional requirements to attend relevant training and submit monitoring information in relation to employees and pupils where relevant;
- advise your line manager if your professional status has been removed by the professional body or you are subject to any disciplinary investigation and/or disciplinary action by the professional body;
- take reasonable care of pupils under your supervision and follow our required guidelines and safeguarding policies;
- comply with all relevant statutory provisions;
- cooperate with management in complying with our policies and procedures to the extent they apply to your position;
- comply with the requirements of statutory bodies relating to the examination, assessment and evaluation of pupil achievement and attainment;
- comply with the Codes of Conduct of professional bodies to which you may belong;
- not bring members of your family, dependants or other visitors onto Trust premises whilst conducting normal working duties without prior permission.

### And must not:

- post, distribute or display inappropriate literature at any of the Trust's premises or other premises whilst on Trust business;
- behave in a violent manner or threaten violence towards another person;
- use social media in such a manner that may bring the reputation of the Trust or the employee themselves into disrepute;
- make false allegations against another person or the Trust;
- behave in an insubordinate or inappropriate manner;
- behave in a persistent careless and/or negligent manner;
- behave in a manner that is likely to disrupt working relationships.

## Safeguarding Children

All employees, workers, learners and volunteers and anyone operating on behalf of the Trust or visiting the Trust have the right to feel safe on our premises or while carrying out activities in relation to the Trust. No one should be hurt or abuse anyone in any way.

### **Staff must always:**

- respect other people's right to safety;
- not hurt or abuse others; and not threaten to hurt or abuse them;
- comply with our pre- and post-employment vetting procedures;
- advise your line manager if you are under investigation by the Police or other authority in connection with allegations of abuse;
- advise the nominated officer if you are aware or have any suspicions that anyone is abusing another person;
- comply with our procedure on Safeguarding Children.

## Relationships with Pupils

### **Staff must at all times:**

- maintain professional boundaries with pupils appropriate to their position and must always consider whether their actions are warranted, proportionate, safe and applied equitably;
- act in an open and transparent way that would not lead any reasonable person to question their actions or intent;
- think carefully about their conduct so that misinterpretations are minimised;
- be mindful of section 16 of The Sexual Offences Act 2003.

### **Staff must never:**

- 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;
- develop personal or sexual relationships with pupils and should not engage in any sexual activity with a pupil;
- make sexual remarks to a pupil, discuss your own sexual relationships with, or in the presence of pupils or discuss a pupil's sexual relationships in an inappropriate setting or context.

Personal phone numbers, email addresses or communication routes via all social media platforms should not be used and you should not share your home address with pupils. If contacted via an inappropriate route you must inform the Headteacher immediately.

You must not accept friend invitations or become friends with any pupil of the Trust on any social media platform. You should also refrain from following any pupil on Twitter, Instagram or other similar social media accounts of pupils or their parents.

## Allegations of Abuse Against Staff

We all have a duty to promote and safeguard the welfare of children at our school. In line with this duty, we have a policy and procedure dealing with allegations of abuse against staff.

All members of staff are required to familiarise themselves with this policy and comply with it.

Concerns about the possible abuse of children by staff will usually arise in one of two ways, either:

- a direct allegation by a pupil or a third party, for example a parent; or
- an observation by a member of staff that the behaviour of a colleague is inappropriate or potentially or actually abusive.

In the event an allegation is raised in respect of you, we recognise that this can be a very stressful time and will take steps to keep you informed of the progress of the matter where possible. We will provide you with a named contact at the school whom you can contact for support.

If you are a member of a union or professional association, it is advisable to contact them at the outset.

Further details on the following procedure are available in our Allegations of Abuse Against Staff Policy.

### 1. Allegations that may meet the harm threshold

Where a member of staff has any concern about another member of staff, including volunteers, contractors, and supply staff, that may meet the harm threshold (outlined below) you must report such a concern to the Headteacher immediately, unless the allegations are about the Headteacher in which case, it must be reported to the Chair of the School Governing Committee, this person is known as the "Case Manager". If the Headteacher is absent, the allegation should be reported to the teacher in charge.

A concern/allegation meets the harm threshold if the allegation is that the individual concerned:

- behaved in a way that has harmed or may have harmed a child;
- possibly committed a criminal offence against or related to a child;
- behaved towards a child or children in a way that indicates member of staff may pose a risk of harm to children; or
- behaved or may have behaved in a way that indicates the member of staff may not be suitable to work with children.

### 2. Low-level concerns

In line with Section Two of Part Four of Keeping Children Safe in Education, we recognise the importance of creating a culture of openness, trust and transparency to encourage all staff to share low-level concerns with the right person so that they can be addressed appropriately. The purpose of our approach to low-level concerns is to ensure that our values are constantly lived, monitored and reinforced by staff.

The term 'low-level' concern does not mean that the concern is insignificant. A low-level concern covers any concern no matter how small, even if it is 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 LADO.

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

- being over friendly with children;
- having favourites;
- taking photographs of children on a personal mobile phone;
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door; or
- humiliating pupils.

Such behaviour can exist on a spectrum. It is essential that these concerns are shared as outlined to support the Trust's ethos and values and promote a culture of vigilance and transparency around the expected behaviour of staff.

Low-level concerns about a member of staff, supply staff, volunteer or contractor should be reported to the Headteacher/Principal **or** the Designated Safeguard Lead.

Any concerns about the Headteacher **or** Designated Safeguard Lead should be reported to the Chair of the School Governing Committee.

All low-level concerns will be recorded in writing. Each record will include details of the concern, the context in which the concern arose, and action taken. The name of the individual who raised the concern should be noted, but if that individual wishes to remain anonymous, that will be respected to the extent it is reasonably possible to do so.

Records will be kept confidential, held securely and comply with the Data Protection Act 2018 and the UK General Data Protection Regulation.

Records will be reviewed so that potential patterns of concerning, problematic or inappropriate behaviour can be identified. Where a pattern of such behaviour is identified, we will decide on a course of action, either through our disciplinary procedures or by referring to the LADO, where a pattern of behaviour moves from a low-level concern to meeting the harm threshold. We will also consider whether there are wider cultural issues existing in the school that may have enabled the behaviour to occur. If this is found to be the case or a contributory factor, we may review our policies and deliver extra training where we consider this will minimise the events happening again.

## Whistleblowing

Any member of staff or volunteer with concerns about poor or unsafe practice and potential failures in the Trust's safeguarding regime should raise their concern under the Whistleblowing Policy where they feel it is appropriate to do so. However, where they feel unable to raise an issue directly with the Trust or where they feel that their genuine safeguarding concerns are not being addressed, they should contact the NSPCC whistleblowing helpline via telephone (0800 028 0285) or email ([help@nspcc.org.uk](mailto:help@nspcc.org.uk)).



## Communication and Confidentiality

Confidentiality should be maintained in accordance with statutory and Trust regulations and procedures in all forms of communication.

### You should:

- always comply with our Data Protection and Freedom of Information policies and procedures with regard to the retention, disposal security and disclosure of personal data;
- never disclose confidential information to any other person or party without consent (unless specifically required to do so by law);
- never search confidential files to which access has not been granted.

## Regulatory issues and Use and Security of Resources

You are expected to act with honesty and integrity to safeguard the stewardship of resources for which we are responsible. You should always comply with regulations that are applicable to the Trust and its business.

### You should always:

- ensure that you comply with the rules and principles of any regulatory bodies and/or relevant statute applicable to the duties you perform;
- comply with the Trust's financial regulations;
- comply with our Gifts and Hospitality Policy (to the extent it applies to your position);
- ensure that you account promptly and accurately for all monies handled in the performance of your duties. If you discover any discrepancy or loss, you must declare it to your line manager without delay. Note: Any attempt to conceal any discrepancy will only heighten the suspicion of dishonesty later. We may report any such losses and thefts to the Police;
- declare any conviction for a criminal offence or caution in relation to an offence (except those which are "protected" as defined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013 and 2020).

### Staff should:

- never wilfully damage or abuse the property of pupils, fellow workers or the Trust, or the property of outside agencies whilst conducting Trust business;
- never access, view or distribute material of a pornographic nature;
- never make a financial claim in connection with work or services that have not been undertaken in connection with authorised Trust business;
- never remove any Trust property from the Trust's premises unless approved by your manager;
- never remove, or be in unauthorised possession of, any property or facilities belonging to the Trust or to any employee, pupil or visitor to the Trust;
- always use our systems (e.g., computers, internet) in accordance with our procedures and Social Media Policy;
- take all reasonable measures to ensure, so far as it is practical, the safety and security of Trust property, including premises, vehicles, equipment and cash.

## Remote Working and Digital Etiquette

When working remotely, staff must:

- maintain a professional appearance and environment for video calls
- ensure confidentiality and data security in home working spaces
- be punctual and engaged in virtual meetings
- clearly communicate availability and working hours
- respond to communications within agreed timeframes
- use only Trust-approved platforms for work-related activities
- report IT security concerns or data breaches immediately
- respect colleagues' right to disconnect outside working hours

Staff should strive to maintain a healthy work-life balance when working remotely.

## Diversity and Equity

We seek to achieve an environment in which all are included and in which discrimination is not tolerated. We are committed to promoting equality of opportunity regardless of sex, gender reassignment, race (which covers colour, nationality, ethnic or national origin), disability, religion or belief, sexual orientation, pregnancy or maternity, marital or civil partner status or age. We are committed to supporting our staff and applicants to be their authentic selves in the workplace without judgement and ensuring that diverse communities are celebrated. Everyone should be treated with respect and dignity and establish a culture where diversity is valued.

**You should always:**

- observe our Diversity, Equity and Inclusion policy.

## Gaining Employment/Promotion/Transfer

Employees or potential employees must comply with our recruitment and selection procedures.

**When applying for a job/transfer/promotion, employees should not:**

- make false statements to us or withhold relevant information. Any breach could result in the job application not progressing, the removal of an offer of employment or disciplinary action being taken against an employee at any time.
- fail to comply our recruitment and selection policies and procedures.

## Employment of Family

We do not believe it is good practice, either for the individuals or the Trust, for close relatives to be employed in the same Department, particularly where one reports to the other.

Relationships covered by the term 'relative' include immediate family, i.e., spouse, partner, civil partner, parents, children, siblings, in-laws, uncles, aunts, nieces and nephews.

It is possible for relatives to be appointed within the same Department but this should be discussed fully with us before action is taken, and should only be in cases where there will be no direct working relationship between the individuals.

**Employees should not:**

- be involved in the selection process where you are related in any way to an applicant or have a personal relationship outside work with them;
- be involved in decisions relating to discipline, promotion, pay or adjustments for any employee who is a relative, partner or close friend.

## Conflicts of Interest

Conflicts of interest should be avoided at all times. Any issues of conflict or potential conflict should be raised with your line manager at the first possible opportunity.

**Employees should:**

- act in the best interests of the Trust at all times;
- not work for other employers while employed by the Trust if there is any possibility of a conflict of interest.

**Examples of a personal interest that should be declared are:**

- a directorship, a large shareholding, promise of future employment or the employment of a close relative or friend in a position of influence in an organisation which may compete or do business with the Trust;
- receipt of compensation (except remuneration from the Trust) for services provided to any person or organisation on our behalf;
- outside activities that adversely affect job performance, either through excessive demands on working time or through conflicting commitments;
- activities that involve the unauthorised use of the Trust's time, equipment or information which could adversely affect the Trust's reputation or relations with others or could otherwise conflict with the interests of the Trust

## Gifts, Entertainment and Hospitality

You should always act with integrity and not allow yourself to be put into a situation which does not allow you to act with honesty and integrity and/or in the best interests of the Trust

**You should not:**

- allow yourself to be influenced in making a business decision as a consequence of accepting gifts or hospitality.

For further information, please see our Gifts and Hospitality Policy.

## Reporting Misconduct

**You are expected to:**

- report violations or suspected violations of law or the standards set out in this Code of Conduct. In these situations, you should contact your line manager.
- comply with our Whistleblowing Policy in the event of concerns or evidence of malpractice in connection with the Trust Note: Any information provided by you will be kept confidential in accordance with our Whistleblowing Policy, unless otherwise required by law and may be made without concern of retribution.

## Environmental Responsibility

All staff are expected to support the Trust's commitment to environmental sustainability by:

- minimising waste through reducing, reusing, and recycling
- conserving energy by turning off unused equipment
- using sustainable transport options where feasible
- considering the environmental impact of resources used
- encouraging eco-friendly behaviours in pupils
- suggesting and implementing green initiatives
- reporting practices that may negatively impact the environment