

LIPA
SIXTH FORM
COLLEGE

Staff Code of Conduct

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Document Version History

Version	Date	Ref	Change Summary
1.0	April 2018	SG17-046	New Policy.
1.1	August 2022		Reviewed & updated
1.2	August 2024		Reviewed & updated

Safer working practices (Code of conduct for staff)

Our college is committed to safeguarding children and promoting children's welfare and expects all staff, governors, volunteers and visitors to share this commitment and maintain a vigilant and safe environment. It is our willingness to work in a safe manner and challenge inappropriate behaviour that underpins this commitment. Everyone is expected to adhere to this 'Code of Conduct' and the 'Guidance for Safer Working Practice for Adults who work with Children and Young People in Educational Settings (updated in 2015 by The Safer Recruitment Consortium) which is available on the college's website. Everyone must also read and understand part one of Keeping Children Safe in Education (DfE 2022). This code of conduct aims to support adults so they don't work in a manner which might lead to an allegation against them.

Equally it aims to reduce the opportunity for any adult intent on grooming or harming a young person. It encourages you to work in an open and transparent way that should avoid someone questioning your motives, intentions or suitability to work with young people. It is a key principle of this code of conduct that **everyone** understands their responsibility to share **without delay** any concerns they may have about a child's welfare or an adult's behaviour towards a young person. In addition, **everyone** has a responsibility to escalate their concerns to the Local Authority Designated Officer if they feel that safeguarding concerns they have raised about a child or adult working at the college are not being addressed by the college.

Code of Conduct:

- If you have any concerns that a child is being harmed, abused or neglected you **must share your concerns immediately** both verbally and in writing with the college's Designated Safeguarding Lead or appointed Deputies or if they are absent, another member of the college's Leadership Team. Always listen carefully to the child and record what they tell you in the child's own words. Never promise to keep a secret.
- If you receive an allegation against an adult working in the college or observe behaviour that concerns you, you must discuss your concerns without delay with the Principal or Designated Safeguarding Lead. Concerns regarding the Principal should be directed to the Chair of Governors or Local Authority Designated Officer.
- Anyone (in emergencies or if they need to) can make a referral about their concerns for child to Children's Services

You should:

- dress appropriately according to your role, ensuring that clothing is not likely to be viewed as offensive or revealing and that it is absent of any political or other contentious slogans or images.
- act as an appropriate role model and with the utmost professionalism at all times.
- treat all members of the college community with respect and tolerance.
- ensure gifts given or received are recorded and discussed with your Line Manager.

- respect others' confidentiality unless sharing information is appropriate to ensuring their welfare.
- adhere to the college's policies, particularly those related to safeguarding – including child protection, behaviour, attendance, physical intervention, anti-bullying, equal opportunities, health and safety and e-safety.
- report any behaviour or situations which you may feel give rise to a complaint or misunderstanding in respect of your own actions. Also share situations with your Line Manager if you feel your actions might have sat outside this code of conduct.
- share with your Line Manager, the Designated Safeguarding Lead or College Principal any behaviour of another adult in the college where it gives you cause for concern or breaches this code of conduct or the college's safeguarding policies. Your intervention may allow for their practice to be supported and developed and/or prevent a young person from being harmed.

Never:

- make, encourage or ignore others, making personal comments which scapegoat, demean or humiliate any member of the college community.
- use your position to intimidate, bully, humiliate, coerce or undermine any member of the college community. This includes shouting in anger and aggressively to punish them rather than raising your voice to be heard or avoid danger.
- develop 'personal' or sexual relationships with children and young people, including making sexual remarks or having inappropriate sexual banter. In addition, the Sexual Offences Act 2003 makes it clear that all members of staff are in a position of trust and would therefore be committing a criminal offence to have a sexual relationship with a young person in full time education/below the age of 18, even if that pupil is over the age of consent.
- engage in inappropriate conversations with students or share inappropriate personal information about yourself or others.
- discriminate favourably or unfavourably towards a child.
- give personal contact details to pupils or communicate outside of college using personal social networks, personal email, personal mobile number etc
- meet a young person out of college unless part of a planned college activity with the knowledge of your Line Manager.
- have conversations on social networking sites that make reference to children, parents or other colleagues at the college or be derogatory about the college. Never make any statements or post images on social networking sites that might cause someone to question your suitability to act as a role model to young people or bring your own or the college's reputation into disrepute. You should never communicate with parents or students through social network sites and you must declare any existing friendships/relationships with parents or students to your Line Manager.
- use personal equipment to photograph children (always use the college's equipment) and ensure any photographs are only stored on the designated secure place on the college's network and not on portable or personal equipment.

- use your personal mobile phone in areas used by children unless in emergencies or under an agreed protocol agreed with the Principal.
- undertake 'one to one' activities out of the sight of others unless it is a planned activity with the knowledge of your Line Manager and in keeping with your particular responsibilities.
- transport children unsafely, for example by driving whilst using your mobile phone, consuming alcohol, failing to ensure that seat belts are worn or driving without appropriate insurance. Any trips should be planned and with the knowledge of your Line Manager. Unforeseen events should be reported to your Line Manager. It is good practice to have another adult to act as an escort during the journey.
- have physical contact with young people that might be misconstrued or considered indecent or harmful. Ensure you are always able to give an account of the reasons for physical contact or physical intervention. Where physical contact is required it is good practice for it to be within the sight of others. Any physical contact with a child that was needed to control or restrain a child should be the minimum required.

All college employees should have a clear understanding of their responsibilities under this code of conduct.

It aims to help them avoid poor working practices that *may* lead to their behaviour being *investigated* and the *consideration* of disciplinary procedures.