HOOK JUNIOR
SCHOOL

Staff Code of Conduct Policy

Date Reviewed:	September 2026
Next Review:	September 2027
Review Cycle:	Annual
Reviewing committee:	Full Governing Body
Reviewers:	Headteacher
Linked Policies:	Staff disciplinary procedures misconduct and gross misconduct Staff grievance procedures Child protection and safeguarding policies Online safety Whistle-blowing Acceptable use of ICT Low level concerns policy Home-school communications
Policy is based upon:	HCC Model Policy and MOPP Guidelines KCSIE 2026 Working Together to Safeguard Children 2023
Ratification Date:	September 2026
Signed by Headteacher:	L. Powell
Signed Chair of Governors:	B. Anderson

1.Purpose

This Code of Conduct aims to establish a set of principles which underpin the expected conduct of staff at Hook Junior School with the intention of encouraging staff to achieve the highest standards of conduct at work and of minimising the risk of improper conduct occurring.

The school requires that all staff have read and comply with the Code of Conduct. Where clarification is needed on any aspect of this document, this should be sought from the Headteacher.

Breach or failure to observe the provisions of this document may lead to action being taken under the school disciplinary procedure.

This document is available to all staff from the school office as well as being provided on induction to all new members of staff.

The Code of Conduct is not exhaustive in defining acceptable and unacceptable standards of conduct and behaviour and in circumstances where guidance does not exist individuals are expected to use their professional judgement and act in the best interests of the school and its pupils.

2.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.

We expect staff to treat each other, pupils, parents and the wider school community with dignity and respect at all times.

We expect all staff behaviour to be in line with and embody the ethos, values and vision of the school.

Furthermore, staff must have regard for school policies and procedures and act in accordance with these at all times, including in their dealings with those who come into contact with the school e.g. visitors.

Staff must act in accordance with their duty of care to pupils and ensure that the safety and welfare of the children and young people at the school are accorded the highest priority. In this and other ways staff should always maintain standards of conduct and behaviour which sustain their professional standing and that of the school.

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.

3.Legislation and guidance

We are required to establish procedures for the regulation of staff conduct under regulation 7 of The School Staffing (England) Regulations 2009.

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

4.General obligations

Staff set an example to pupils and must set a positive example to all current and new 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

References to 'staff' throughout the Code of Conduct refer to all of the above groups.

Any links within this document to other documents are for ease of use and do not form part of this Code of Conduct.

The Code of Conduct exists in addition to Hampshire County Council's Local Government Code of Conduct.

5. Safeguarding

Staff have a duty in line with Keeping Children Safe in Education (KCSIE) to safeguard pupils from harm, and to report any concerns they have. This includes:

- Physical, emotional and sexual abuse
- Bullying, cyberbullying or discriminatory bullying
- Sexual violence or sexual harassment
- Online harm
- Neglect
- Domestic abuse affecting the child
- Mental health concerns that may also be safeguarding concerns
- Female genital mutilation (FGM) concerns, and
- All forms of exploitation and modern slavery

Staff must read our child protection and safeguarding policy and procedures, and the Prevent duty, and ensure they are aware of the processes to follow if they have any concerns about a child.

Our child protection and safeguarding policy and procedures are available on our school website. New staff will also be given access to view these on arrival.

All staff will read at least part 1 of Keeping Children Safe in Education (KCSIE) in full and make sure they understand their roles and responsibilities as set out in the guidance. If any

staff have any concerns or questions about the contents of part 1 of KCSIE, these must be raised as soon as possible to the DSL or DDSLs

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 duty and ensure they are aware of the processes to follow if they have concerns about a child.

Our child protection policy, safeguarding policy, low level concerns policy, online safety policy, KCSIE 2025 and procedures are available on the school system and via the school website. New staff will also be given copies on arrival.

6. Allegations that may meet the harm threshold

This section is based on 'Section 1: Allegations that may meet the harm threshold' in part 4 of Keeping Children Safe in Education

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 chair of governors where the headteacher is the subject of the allegation.

7. Low-level concerns about members of staff

A low-level concern is a behaviour towards a child by a member of staff or volunteer 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 Low- Level concerns 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 Low-Level concerns Policy.

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

8. Whistle-blowing

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

- Pupils’ or staff members’ 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. The school aims to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Staff should consider the examples above when deciding whether their concern is of a whistle-blowing nature. Consider whether the incident was legal, 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 or deputy Headteacher in their absence. If the concern is about the Headteacher, or it is believed they may be involved in the wrongdoing in some way, the staff member should report their concern 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. The school will investigate any complaints in a timely, respectful and confidential manner.

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

9. Sexual harassment amongst staff

Sexual harassment is any unwanted physical, verbal or non-verbal conduct of a sexual nature that has a purpose or effect of violating a person’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. It also includes treating someone less favourably because they’ve submitted or refused to submit to unwanted conduct of a sexual nature in the past, or harassment related to sex or gender reassignment. When this behaviour is unwanted, it includes (but isn’t limited to):

- Unwanted physical conduct or ‘horseplay’ including touching, pinching, pushing and grabbing
- Continued suggestions for sexual activity after it has been made clear that such suggestions are unwelcome
- Sending or displaying material that is pornographic, or that some people might find offensive

- Unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless)
- Offensive emails, text messages or social media content
- Comments and jokes of a sexual nature
- Sexually suggestive looks and staring
- Sexual propositions and advances
- Promising things in return for sexual favours
- Physical contact such as massaging, hugging or kissing
- Sexual contact on social media

Staff will help create a positive environment that works to prevent sexual harassment. This includes calling out sexual harassment that they witness.

All witnesses will be provided with appropriate support and will be protected from victimisation.

If a staff member is concerned at any point about incidents of sexual harassment (either directed at them or someone else), they should report their concern to the Headteacher or Deputy Headteacher in their absence. If the concern is about the Headteacher, or it is believed they may be involved in the wrongdoing in some way, the staff member should report their concern to the Chair of Governors. The school will investigate any complaints in a timely, respectful and confidential manner.

All staff will receive training on recognising and responding to incidents of sexual harassment. The school will monitor the treatment and outcomes of any complaints of sexual harassment or victimisation received to make sure that they are properly investigated and resolved, those who report or act as witnesses are not victimised, repeat offenders are dealt with appropriately, cultural clashes are identified and resolved and workforce training is targeted where needed.

10. 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 into 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.

Any inappropriate relationship between staff and a pupil will be investigated and the staff member may be subject to the school's disciplinary policy. Their actions may be considered

as gross misconduct, which could lead to summary dismissal and referral to professional regulatory bodies. In suspected cases of an abuse of position of trust, the school may report those concerned to the police.

11. 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 school's online safety policy

12. Acceptable use of technology

Staff will not use technology in school or belonging to the 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. Any personal use must be in the employee's own time (before or after working hours or during unpaid lunch breaks). All personal use must comply with the standards and restrictions set out in this Code. They will also not use personal mobile phones or cameras to take pictures of pupils.

Staff will not use their personal mobile phones or similar devices to take pictures of pupils.

It is a criminal offence to take and share nude or semi-nude images, including those generated by AI, of anyone under the age of 18.

We have the right to monitor emails, AI tools and internet use on the school ICT system.

Staff will adhere to the Acceptable Use of ICT Policy.

There may be occasions where it is appropriate for staff to use a mobile phone or similar device for professional duties, such as:

- Setting homework
- Recording rewards and sanctions
- Using multi-factor authentication

All staff must consistently enforce the school's policy on mobile phones being prohibited for pupils throughout the school day.

Any misuse of IT systems, either during work-related duties, working hours or outside of working hours will be a breach of the code of conduct and may result in disciplinary action being taken in line with the school disciplinary policy.

13. Confidentiality and disclosure of information

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:

- Stored or handled in a way that breaches data protection laws, including the UK GDPR, the Data Protection Act 2018, and the Data (Use and Access) Act 2025
- 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.

14. 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.

Gifts, hospitality, awards, prizes or other benefits that are worth more than £30.00 must be declared to Chris Grant (School Business Manager) and recorded on the gifts and hospitality register.

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.

15. Dress code

An individual's dress and appearance is a matter of personal choice; however, staff should ensure that they dress appropriately, decently and safely for a school environment and for the role they undertake, as well as setting a good example to both pupils and visitors.

Staff should have particular regard to the health and safety risks involved with certain lessons i.e. physical education/food technology and the need to dress appropriately and safely when undertaking these activities, such as wearing appropriate footwear, removing jewellery etc.

The school recognises equality laws and the diversity of cultures and religions of its staff and will take a sensitive approach when this affects dress. However, priority will be given to health and safety, security and other similar considerations of other staff, pupils and the school.

- Casual wear will only be permitted when an occasion warrants it and permission is given by the Headteacher. If there is a medical condition that requires deviation in dress code from this policy, permission must be sought from the Headteacher.
- Staff are expected to dress in an appropriate way adopting a smart, formal, professional style.
- Clothing will not display any offensive or political slogans

- Staff must be aware when working with children that decorum must be exercised at all times as part of their duty to safeguard children and themselves. Outfits must not be overly revealing. Therefore, the showing of any underwear, midriffs, cleavage is not permitted.
- Jewellery should be discreet, minimal and reflect the formality of the dress code required. It should be removed when undertaking PE or any activity where it might pose a personal risk to health and safety.
- When attending or delivering any activity off school site on behalf of the school staff and should dress in line with this dress code.
- All footwear, in any season must cover toes.

16. Conduct outside 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. Any conduct of this nature could lead to disciplinary action

17. Declaration of interests

Staff should consider carefully whether they need to declare to the school any relationship with an individual where this might cause a conflict with the school's activities, for example, a relationship with a Governor, another staff member or a contractor who provides services to the school. Where such a declaration is necessary this should be made to the Headteacher.

Staff may undertake work outside school, either paid or voluntary, provided it does not conflict with the interests of the school nor be at a level which may contravene the Working Time Regulations or affect an individual's performance at work.

18. Health and safety

Staff must adhere to the school's Health and Safety policy and should ensure that they take every action to keep themselves and others in the school environment safe.

Please refer to the school's Health and Safety policy for further information.

19. Monitoring

This policy will be reviewed annually, but can be revised as needed. It will be approved by the full governing body.

Our governing body 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.