



STAFF AND VOLUNTEER CODE OF CONDUCT

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1. Introduction

1.1 Purpose and scope

The purpose of this Code is to ensure that all staff and volunteers are aware of the standards of conduct required of them, and that our schools are environments where everyone is safe, happy and treated with respect.

The Code applies to all staff and volunteers. The term 'staff' encompasses employees, officers, consultants, contractors, casual workers, agency workers and teachers on ITT placement.

The term 'volunteers' includes all those freely giving of their time to contribute to the work of the Trust and its schools including Governors, Trustees and Members.

The Code itself does not form part of any employee's contract of employment, or worker's contract of engagement.

Breach of this Code, or the policies, standards and guidance listed below, may result in disciplinary action up to and including summary dismissal. This will apply and disciplinary action may be taken regardless of whether the breach is committed in or out of school, and during or external to working hours.

It is acknowledged that this Code cannot cover every eventuality. As such the Trust will always have regard to the intent of this Code in its application to matters which may not be explicitly covered.

1.2 Key policies, standards and guidance

The following policies, standards and guidance set out specific requirements and responsibilities to be fulfilled by staff and volunteers, and each form part of this Code:

- The school's Child Protection and Safeguarding Policy
- Keeping Children Safe in Education September 2025
- Guidance for safer working practice for those working with children and young people in education settings February 2022
- Dealing With Allegations: Statement of Procedures for Dealing with Allegations made against / Concerns raised in relation to teachers, including supply teachers, other staff, volunteers and contractors
- ICT Acceptable Use Policy
- Information Security Policy
- Whistleblowing Policy
- Part two of the Teacher's Standards: Personal and Professional Conduct
- Reference Policy
- Health and Safety Policy
- Gifts and Hospitality Policy
- Dignity at Work Guidance



The above are regularly reviewed, disseminated to staff and volunteers and are readily available on school HR Support Pages, on school websites, from the Trust's HR Team and can also be requested via each school's office.

It is the responsibility of all staff and volunteers to read and be familiar with the above policies, standards and guidance and this Code. It is the responsibility of Headteachers, Designated Safeguarding Leads, managers and the Trust's HR Team, to ensure that they are communicated and readily available, and that any breaches are reported and managed appropriately.

The above list is not intended to be exhaustive. Other policies and guidance which provide direction as to responsibilities and standards of conduct required, may be deemed relevant when considering whether there has been a breach of this Code.

2. Expected Standards of Personal and Professional Conduct

Our learners, colleagues, the communities we serve and the wider public are entitled to expect the highest standards of conduct from all staff and volunteers. All staff and volunteers must uphold public trust in the Trust and our schools, and must always act with honesty, integrity, impartiality and in the interests of learners.

This includes but is not limited to:

- Maintaining high standards of attendance and punctuality
- Placing the well-being, safety and learning of children and young people at the centre of their work
- Observing appropriate professional boundaries with learners, colleagues and the wider school community, acting in a fair and transparent way that would not lead anyone to reasonably assume they were not doing so
- Creating a safe learning and working environment, and not acting or omitting to act in a way which undermines this
- Having high expectations for all learners, a commitment to addressing underachievement, and working to help learners progress regardless of their background and personal circumstances
- Treating all learners, colleagues and members of the school community fairly and with dignity and respect, taking their knowledge, views, opinions and feelings seriously, and valuing diversity and individuality
- Modelling the characteristics they are trying to inspire in learners, including enthusiasm for learning, a spirit of enquiry, honesty, tolerance, social responsibility, patience, and a genuine concern for other people
- Reflecting on their own practice, developing their skills, knowledge and expertise, and adapting appropriately to learn with and from colleagues
- Responding sensitively to the differences in the backgrounds and circumstances of learners, recognising the key role that parents and carers play in education



- Seeking to work in partnership with parents and carers, respecting their views and promoting understanding and co-operation to support learning and wellbeing in and out of school
- Ensuring that the same professional standards are always applied regardless of culture, disability, gender identity, language, racial origin, religious belief and/or sexual identity
- 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
- Not expressing personal beliefs in a way that may exploit the vulnerability of learners or might lead them to break the law
- Having proper and professional regard for the ethos, policies and practices of the Trust and its schools, and always acting within the statutory frameworks policies and guidance which set out their professional duties and responsibilities
- Not behaving in a manner or taking action which may bring the Trust or any of its schools into disrepute.

3. Standards of Appearance

All staff and volunteers must maintain an appropriate standard of dress and personal hygiene and appearance in school, which promotes a positive and professional image and takes account of health and safety considerations. Clothing and footwear must be smart, safe and clean.

Staff and volunteers must ensure they are dressed in ways which:

- Are appropriate to their role and not likely to be viewed as offensive or revealing;
- Should not distract, cause embarrassment or give rise to misunderstanding;
- Should be religious and culturally sensitive, free of any political or otherwise contentious slogans, and not considered to be discriminatory.

Within these general guidelines, cultural, religious or traditional dress, whether on a day to day basis or to mark particular occasions will normally be acceptable at the Headteacher's discretion.

Lanyards and identity cards, or identity labels, provided by the school must be worn whilst on school premises, and where clothing is provided for health, safety and hygiene and/or uniform purposes, it must be worn.

The required standards of appearance as set out above also applies to online or virtual teaching.



4. Sexual Harassment in the Workplace

All members of staff and volunteers should be treated with dignity and respect. Sexual harassment is unwanted behaviour of a sexual nature. There are different types of sexual harassment:

- Verbal
- Non-Verbal
- Physical

Even if the harassment is unintentional, sexual harassment is determined by how the recipient feels. If a member of staff or volunteer feels uncomfortable, offended, humiliated, intimidated or threatened they should report the behaviour to their line manager. If it is the member of staff or volunteer's line manager who is behaving inappropriately please report to Senior Leadership or HR so that an investigation can take place.

Cases of sexual harassment should always be reported.

For more information please refer to the Dignity at Work guidance which can be accessed via your school's HR Support Page.

5. Safeguarding Children and Young People

5.1 Safeguarding is the responsibility of everyone

The Trust and all Trust schools are committed to safeguarding and promoting the welfare of all children and young people, and we require all staff and volunteers to share this commitment.

All staff and volunteers have a duty to provide a safe learning environment, to safeguard children and young people from harm, and to report any concerns they have. This includes physical, emotional and sexual abuse, and neglect.

In doing so they must familiarise themselves with and implement the requirements in:

- The school's Child Protection and Safeguarding Policy
- Part 1 of Keeping Children Safe in Education September 2025: Information for all school and college staff
- Guidance for safer working practice for those working with children and young people in education settings February 2022
- Statement of Procedures for Dealing with Allegations made against / Concerns raised in relation to teachers, including supply teachers, other staff, volunteers and contractors
- ICT Acceptable Use Policy.



5.2 Reporting allegations or low level concerns

Allegations of abuse or any low level concerns arising in relation to adults in school must immediately be reported and managed in accordance with the school's Dealing with Allegations Policy: statement of procedure for dealing with allegations made against / Concerns raised in relation to teachers, including supply teachers, other staff, volunteers and contractors.

Allegations

Allegations which may meet the harm threshold are those which indicate that a member of staff, a person with permission to be on the premises or carrying out any activity on behalf of the school or a volunteer may have:

- Behaved in a way that has harmed a child, 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 he or she may pose a risk of harm to children; or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children; including behaviour outside of work. This is known as transferable risk.

This applies to any child the member of staff or volunteer has contact with in their personal, professional or community life.

Low level concerns

Low level concerns are concerns which may not meet the harm threshold set out above or may not be serious enough to consider a referral to the LADO, but may indicate that an adult working in or on behalf of the school may have acted in a way that is inconsistent with this Code, including the requirements of Guidance for Safer Working Practice for those working with children and young people in education settings February 2022 (including inappropriate conduct outside of work).

Examples of such behaviour could include, but are 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
- Humiliating pupils.

We also encourage staff and volunteers to self-refer if they find themselves in a situation that could be misinterpreted. If unsure as to whether behaviour would be deemed a low level concern, we encourage you to report it.



All reports will be handled in a responsive, sensitive and proportionate way.

Unprofessional behaviour will be addressed, and the member of staff or volunteer 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.

5.3 Whistleblowing

The Trustees of The Futures Trust and all Governing Committees are committed to the highest possible standards of transparency, probity and accountability. They will listen to concerns raised and will take action to address any improper practice.

In line with this commitment, staff or volunteers with genuine concerns regarding any aspect of the Trust's or a school's work are encouraged to come forward and voice those concerns, and can be confident that they can do so without fear of reprisal or victimisation. The Whistleblowing Policy provides a framework to be used by staff and volunteers to raise concerns, and to be used by the school in seeking to address and resolve them. It aims to ensure that any concerns are managed in a fair, consistent, prompt and supportive manner and provides channels for workers to pursue their concerns further if they are dissatisfied with the response of the Governing Committee or Trust.

Should circumstances arise where workers have concerns in relation to poor or unsafe practice, or potential failures within a school's safeguarding regime, which are such that immediate referral to the school's Designated Safeguarding Lead, Deputy Designated Safeguarding Lead, Headteacher, Local Authority Designated Officer or the Police is not required to safeguard children or young people, the Whistleblowing Policy provides both internal and external channels for them to raise their concerns.

6. ICT Acceptable Use

6.1 General

The Trust's ICT Acceptable Use Policy sets out the standards of conduct required of all staff and volunteers when accessing and using Trust and school ICT facilities and systems, and where relevant the standards of conduct required external to the workplace. All staff and volunteers must comply with the requirements of the Policy, including those relating to the use of social media and personal devices, a summary of which is provided below. Please refer to the ICT Acceptable Use Policy for further guidance.



6.2 Responsible use of social media

All staff and volunteers must ensure that they establish safe and responsible online behaviours, and ensure that any communication with students, parents or carers through web based or telecommunication interactions take place within explicit professional boundaries. Staff and volunteers must only communicate with students, parents and carers using official school systems, and any such communication must be in a professional tone and manner.

Staff and volunteers must never send requests to or accept requests from students to communicate via any form of social media, and should not give their personal contact details to students, for example, email address, home or mobile telephone numbers or details of web based identities. If students locate these by any other means and attempt to contact or correspond with a member of staff or volunteer, they should not respond and must report the matter to the school's Designated Safeguarding Lead.

Staff and volunteers must also ensure that they do not bring the school or the Trust into disrepute through their use of social media. As part of this staff and volunteers must ensure that appropriate privacy and security settings are in place. Staff and volunteers should be aware that even in circumstances where they consider their use of social media to be private, inappropriate actions may still amount to a conduct matter to be managed in accordance with the school's Disciplinary Procedure.

6.3 Use of personal devices

Staff and volunteers must only communicate with students and parents or carers using official school systems, and any such communication must be in a professional tone and manner.

Staff and volunteers must ensure that if they bring any personal equipment on to the school site that there is no inappropriate content on it, and that it is not accessed by students at any time.

Any data, including images, which belong to the Trust or students, must only be stored on Trust owned equipment or systems, and must never be uploaded or downloaded to any personal device for any purpose except in a professional capacity by Governors, Trustees and Members.

Personal devices must never be used to take photos or videos of students, or to make contact with students, parents or carers in a professional capacity, unless required in an emergency, for example to make phone contact whilst on a school trip or visit if school equipment is not available.

Staff and volunteers should not use personal mobile phones during working hours and phones should be switched off or switched to 'silent mode'. Staff may use personal mobile phones during break periods if they are not on duty and are out of sight of students.



Staff and volunteers (except Governors, Trustees and Members) must not use their personal email addresses for work related matters, unless formally authorised by the Headteacher or CEO.

Where staff or volunteers have relationships with students, parents or carers by way of family connections or appropriate friendships external to the school context, they should declare this to the Headteacher of the relevant school, to ensure that any personal communication is on record and cannot be misconstrued.

7. Confidentiality

All staff and volunteers are expected to comply with the relevant provisions of the Data Protection Act 2018 and the General Data Protection Regulation, and will receive appropriate training and guidance. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the school's Data Protection Policy. Nothing shall prevent a person from disclosing information that they are entitled to disclose under the Public Interest Disclosure Act 1998 as amended, provided that the disclosure is made in accordance with the provisions of that Act/s.

8. Health and Safety

8.1 General

All staff and volunteers are required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or failure to act (omissions). Full guidance regarding health and safety is set out in the school's Health and Safety Policy, and in any risk assessments relevant to specific roles or circumstances. Both can be accessed via managers, and staff and volunteers are required to comply with these and to use any protective clothing or equipment as instructed at all times.

8.2 No smoking or vaping policy

The Trust operates a no smoking or vaping policy. This applies to all Trust and school buildings and sites, and to those where Trust or school services are provided. Staff and volunteers should not allow learners to see them smoking or vaping off site during breaks, or prior to starting or when ending work on site.



8.3 Misuse of alcohol or drugs

Staff and volunteers must never jeopardise their own health and safety or that of others, or bring the Trust or its schools into disrepute, through the misuse of alcohol or drugs, whether illegal or legal, including prescribed medication. Where alcohol or drug misuse is identified staff and volunteers will be offered appropriate support, and individual circumstances will be considered with respect to any disciplinary action that may be taken.

9. Outside Interests/Additional Employment

Employees may take up additional employment, paid or unpaid, providing it will not create a conflict of interest, cause the school reputational harm or adversely affect an employee's ability to carry out their duties and responsibilities for the school effectively and efficiently.

Paid or unpaid employment includes, but is not limited to:

- Taking up employment with any employer on any type of contractual arrangement;
- Running your own business;
- Private tutoring;
- Holding directorships or trusteeships;
- Participating or having any other interest in organisations that may be a competitor or supplier to the school.

You must inform your Headteacher before taking up additional employment.

10. Monitoring

The Chief Executive Officer and Board of Trustees are responsible for monitoring the implementation, use and effectiveness of this Code and will receive a report on these matters annually or more frequently if necessary.