



Code of Conduct – All Adults

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| Committee | Trust Board |
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Review Procedures

This Policy will be reviewed regularly and revised as necessary. Any amendments required to be made to the Policy as a result of a review will be presented to the Board of Trustees for acceptance.

| Document / revision no. | Date | Status / Amendment | Approved by |
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Contents

| | |
|---|----|
| Contents | 3 |
| Part A: Policy | 5 |
| 1. Policy Statement | 5 |
| 2. Scope | 6 |
| 3. Adoption Arrangements and Date | 6 |
| 4. Responsibilities of the Trust | 6 |
| 5. Responsibilities of the Employee | 6 |
| 6. Reference to Other Sources of Information | 7 |
| Part B: Professional Conduct | 7 |
| 7. General | 7 |
| 8. Honesty and Integrity | 8 |
| 9. Setting an Example | 8 |
| 10. Confidentiality | 9 |
| 11. Working Relationships & Relationships with other Stakeholders / Community | 9 |
| 12. Conduct Outside of the Workplace | 10 |
| 13. Duty to Disclose | 10 |
| 13.1 Childcare (Disqualification) Regulations 2018 | 11 |
| 13.2 How the Trust will respond to Employee disclosures | 12 |
| 14. Secondary Employment | 12 |
| 15. Dress and Presentation | 13 |
| 16. Smoking and the use of drugs and alcohol | 13 |
| 17. Health and Safety at Work | 14 |
| 18. Contact with the Media | 14 |
| 19. Whistleblowing | 15 |
| 20. Misconduct | 15 |
| Part C: Safeguarding Pupils / Students | 16 |
| 21. General Obligations | 16 |
| 22. Allegations that may meet the harm threshold | 16 |
| 23. Low-level concerns about members of staff | 17 |
| 24. Appropriate relationships with students | 18 |
| 25. Allegations Against Members of Staff and Volunteers | 18 |
| 26. Guidance for Safer Working Practice | 18 |
| 27. Other Safeguarding Considerations | 18 |

| | |
|---|----|
| 27.1 Prevent Duty | 18 |
| 27.2 Female Genital Mutilation..... | 19 |
| Part D: ICT and Social Media..... | 19 |
| 28. General Obligations..... | 19 |
| 29. Use of Social Media | 20 |
| 30. Use of Personal Mobile Phones / Devices | 20 |
| 31. Monitoring of Usage..... | 21 |
| Part E: Business Conduct | 21 |
| 32. Use of Financial Resources..... | 21 |
| 33. Personal Use of Equipment and Resources..... | 21 |
| 34. Declaration of Interests | 21 |
| 35. Contracting out of Services | 22 |
| 36. Gifts and Hospitality | 22 |
| 37. Personal Relationships at Work..... | 22 |
| 38. Political Activity..... | 23 |
| 39. Intellectual Property..... | 23 |

Part A: Policy

1. Policy Statement

The Trust expects the highest standards of personal and professional conduct from all Employees.

As such the Trust requires all Employees to act in a manner which reflects the value and ethos of the Trust.

Employees must ensure that their behaviour and actions are consistent with their position as a role model to pupils / students and are compatible with working with young people and in a Trust setting.

Employees must act with integrity, honesty and demonstrate ethical and respectful working practices towards pupils / students, colleagues, parents/ carers and other members of the Trust community.

All Employees have a responsibility to observe appropriate professional boundaries and act at all time in a manner which safeguards and promotes the welfare of pupils / students.

Employees must disclose any relevant information which may impact on their job role or suitability to work with young people or in a Trust setting.

The Trust requires Employees to adhere to all Trust policies and observe the highest standards of business / financial practice.

Each Employee has an individual responsibility to act in a manner which upholds the Trust's interests and protects its reputation.

Employees are accountable for their actions and conduct and should seek advice from their Line Manager / Headteacher if they are not sure of the appropriate action to take.

Employees should be aware that a failure to comply with the following Code of Conduct could result in disciplinary action including dismissal.

This policy explains the Trust's expectations with regards to the conduct of Employees in the following areas:

- > Professional conduct
- > Safeguarding Pupils / Students
- > Use of ICT & Social Media
- > Business conduct

2. Scope

This Policy applies to all current Employees of Inspira Academy Trust.

This Policy should also be adhered to by all volunteers / supply and agency workers engaged by the Trust or any school within the Trust.

Reference to the management role of the headteacher in this policy, this may include his / her identified nominee. In the case of the headteacher this management function is undertaken by the Chair of Governors.

Note on terminology

Reference to 'Employees' in this document should be considered to also include all volunteers, visitors, supply and agency workers. It does not include Governors for whom separate arrangements apply.

3. Adoption Arrangements and Date

This policy was adopted by the Trust Board of Inspira Academy Trust on 27th March 2023 and supersedes any previous Code of Conduct.

This policy will be reviewed by the Trust Board every year or earlier if there is a need. This will involve consultation with the recognised unions.

4. Responsibilities of the Trust

- > Explain the provisions of the Code of Conduct to Employees and signpost Employees to other relevant policies, document and guidelines.

- > Provide additional advice and guidance to Employees in relation to queries they may have regarding the application of the Code of Conduct.

- > Coach, support and provide feedback to Employees on their performance in relation to the required standards of conduct.

- > Take appropriate action at the earliest opportunity to address breaches of the expected standards of conduct.

5. Responsibilities of the Employee

- > To read, understand and comply with the Code of Conduct at all times

- > To use this code, alongside other relevant Trust policies and professional codes, to guide them in their role

- > To seek guidance from the Headteacher/ Line Manager (or CEO in the case of the Headteacher or Chair of Trustees in the case of the CEO) if they are unclear about the conduct or actions expected of them.

- > To alert the Headteacher (or CEO in the case of the Headteacher or Chair of Trustees in the case of the CEO) at the earliest opportunity if they are aware that they have conducted themselves in a way which may have breached the expected standards of conduct.

6. Reference to Other Sources of Information

This Code of Conduct is not exhaustive and does not replace the general requirements of the law, common sense and good conduct.

The Code of Conduct should be read in conjunction with a number of associated policies relating to conduct which are available from the Trust Office.

In addition to this policy, all staff employed under Teachers' Terms and Conditions of Employment have a statutory obligation to adhere to the provisions of the STPCD, and the current Teachers Standards ([Teachers' standards - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/teachers-standards-for-professional-conduct)) and in relation to this policy, Part 2 of the Teachers' Standards - Personal and Professional Conduct. Whilst this is a contractual requirement of Teaching posts only, the Trust expects all Employees to reflect these expectations in their conduct.

All employees must also ensure they have read, understood and comply with Part 1 of Keeping Children Safe in Education (the most current version in force). Further guidance regarding Safeguarding is in Part C of this document.

Staff must also have due regard to other professional codes, policies and guidance which may be relevant to their specific role.

Part B: Professional Conduct

7. General

Employees are expected to demonstrate consistently high standards of personal and professional conduct.

Employees are required to work in a diligent and conscientious manner.

Employees are expected to work to the requirements of their job and are required to respect managerial authority and follow reasonable instructions.

Employees must conduct themselves in a manner which reflects the ethos and values of the Trust and adhere to Trust policies and procedures at all times.

Employees should ensure they work their contracted hours and are expected to maintain a high level of attendance and punctuality.

8. Honesty and Integrity

Employees must maintain high standards of honesty and integrity in their work. Employees should not behave in a manner which would call into question their motivation or intentions.

During the course of their work Employees should ensure they do not:

- > Willfully provide false / misleading information
- > Destroy or alter information / records without proper authorisation
- > Withhold information or conceal matters which they could reasonably be expected to have disclosed
- > Misrepresent the Trust/School or their position
- > Accept or offer any form of bribe / inducement or engage in any other corrupt working practice

Should an Employee become aware of any conduct on the part of a colleague which raises concerns regarding health and safety, safeguarding or criminal activity – they have a duty to disclose this.

Allegations concerning fraudulent, dishonest or corrupt practices or the falsification or withholding of information may be addressed as a disciplinary matter.

9. Setting an Example

All Employees are role models and must adhere to behaviour that sets a good example to all the pupils/students within the Schools of the Trust and is appropriate in a School setting.

This includes:

- > Refraining from abusive or potentially offensive / discriminatory language or actions.
- > Demonstrating tolerance and respects towards others.
- > Observing boundaries appropriate to their role and a School setting.
- > Ensuring any topics of conversation with pupils/students are suitable to the setting / curriculum.
- > Not undermining fundamental British values and refraining from allowing personal / political opinions to impact on the discharge of duties and/or unduly influence pupils /students.
- > Maintaining high standards of personal presentation, attendance and punctuality.

Should Employees be in doubt about the appropriateness of their behaviour they should seek guidance from the Headteacher (or CEO in the case of the Headteacher). Breaches of expected behaviour may be considered under the disciplinary procedure.

10. Confidentiality

Employees may have access to confidential or sensitive information about pupils /students, colleagues or the business and operation of the Trust/School as part of their job role.

Such information must not be disclosed to any person who is not entitled to have access to this or legitimately needs it for work purposes.

Specifically, all Employees must:

- > Work in accordance with the requirements of the General Data Protection Regulation (2018) and associated legislation.
- > Observe the Trust's procedures for the release of information to other agencies and members of the public.
- > Not use or share confidential information inappropriately or for personal gain.
- > Not speak inappropriately about the Trust/School community, pupils, parents, staff or governors/trustees/members including discussing incidents, operational or employment matters with parents / members of the public.
- > Ensure all confidential data is kept secure and password protected.

Should Employees be in doubt about the appropriateness of sharing information they should seek guidance from the Headteacher/CEO.

Please also refer to the Trust's Data Protection Policy. This can be found on the trust and school websites.

11. Working Relationships & Relationships with other Stakeholders / Community

The Trust expects Employees to maintain positive and professional working relationships. Colleagues, pupils, parents and other stakeholders should be treated with dignity and respect.

Employees should be polite and courteous in their interactions with parents / pupils and other stakeholders / members of the Trust/School community.

Behaviour which constitutes bullying and harassment, intimidation, victimisation, discrimination or abuse of authority will not be tolerated and may be addressed via the Trust's disciplinary policy. This includes physical and verbal abuse and use of inappropriate language or unprofessional behaviour with colleagues, pupils and parents.

Employees should treat all stakeholders in a fair and equitable way and not behave in a manner which may demean, distress, offend or discriminate against others.

Employees should ensure that policies relating to equality issues are complied with.

Employees should be aware of the Trust's Complaint Procedure and address any concerns from parents / pupils and other stakeholders in accordance with this document.

Please also refer to the Trust's Complaints Procedure. This can be found on the trust and school websites.

12. Conduct Outside of the Workplace

Employees must not engage in conduct outside of work which has the potential to:

- > Affect or is likely to affect the suitability of the Employee to undertake their job role or work with children/young people or in a Trust/School setting.
- > Impact on the operation or reputation or standing of the Trust.
- > Impact on the operation or reputation of the Trust's relationship with its staff, parents, pupils, or other stakeholders.
- > Seriously undermine the trust and confidence that the Trust has in the Employee to undertake their job role or work with children/young people or in a Trust/School setting.

The above actions may be the subject of disciplinary action which could lead to dismissal.

13. Duty to Disclose

All Employees have a duty to immediately disclose to the headteacher (or CEO in the case of a Headteacher) prior to the start of their employment, at the start of their employment or during the course of their employment, any change in their circumstances or any information which may affect or is likely to affect the suitability of the Employee to undertake their job role or work with children/young people or in a Trust/School setting.

This includes, but is not restricted to:

- > The Employee being subject to any police investigation / enquiry, arrest, ban, charge, caution, reprimand, warning, fine or pending prosecution or criminal conviction. This includes any actions committed overseas which would be subject to a police investigation or formal action if such actions had been committed in any part of the United Kingdom.

- > The Employee being subject to any referral, made to, or any investigation, proceedings, or prohibition order being undertaken by the Teaching Regulation Agency, General Teaching Council for Scotland, or the Education Workforce Council in Wales.
- > The Employee being subject to the inclusion on the DBS Children's Barred List and any change in DBS status during employment, or any referral, made to, or any, investigation or proceedings being undertaken by the DBS.
- > The Employee being subject to any referral, made to, or any investigation, proceedings, or prohibition order being undertaken by any other regulatory or professional authorities or actions of other agencies relating to child protection and/or safeguarding concerns.
- > The Employee being subject to any orders made in relation to the care of children, the refusal or cancellation of registration relating to childcare, or children's homes, or being prohibited from private fostering.
- > The Employee being subject to any 'live' disciplinary process, formal sanction or any other relevant information arising from a previous or current secondary employment / voluntary work which may impact on the Employee's suitability to undertake their role or work with children/young people or in a Trust/School setting. This includes substantiated safeguarding allegations.
- > The Employee's close personal relationships outside of the workplace presenting a 'risk by association' to the safeguarding of children / young people.

This list is not exhaustive. Should an employee be unclear about whether it is appropriate to disclose a matter they are encouraged to seek guidance from the Headteacher (or CEO in the case of a Headteacher) at the earliest opportunity.

Employees must also report any current or historical information in the public domain or which is likely to come into the public domain which may be of relevance to their job role or their suitability to work with children/young people or in a Trust/School setting or matters which may be subject to adverse media attention or have a detrimental impact on the reputation of the Trust.

13.1 Childcare (Disqualification) Regulations 2018

These regulations apply specifically to:

- > *Staff working directly with children under the age of 5 within the Early Years Foundation Stage or*
- > *Staff providing 'wrap around care' (i.e. breakfast and after school clubs) with children up to the age of 8.*

[Disqualification under the Childcare Act 2006 - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Employees should seek clarification from the Headteacher (or CEO in the case of the Headteacher) if they are unclear whether they are required to disclose certain information under this provision.

13.2 How the Trust will respond to Employee disclosures

Disclosures will be handled sensitively and discretely, and with regard to data protection considerations.

The Headteacher/CEO will consider carefully any disclosure which is made and the appropriate response.

This may result in a suspension from duties while an investigation / risk assessment takes place or Ofsted waiver application made (where applicable).

In instances where the information disclosed constitutes a risk to the safeguarding of children / young people or is incompatible with an Employee's job role or their suitability to work with children/young people in a Trust/School setting, termination of employment may be considered.

Any failure to disclose any information required in the course of employment or any other information that may have a bearing on an individual's suitability to carry out their job role or work with children/young people or in a Trust/School setting may be the subject of disciplinary action which could lead to dismissal.

14. Secondary Employment

Employees should ensure that any external paid or unpaid work does not conflict with their duty to the Trust.

Employees must discuss with their Headteacher and obtain their consent before taking up additional paid / unpaid employment or engaging in any other business.

Requests will not be unreasonably refused providing that:

- > It does not affect or is unlikely to affect the suitability of the Employee to undertake their job role or work with children/young people or in a Trust/School setting.
- > It does not conflict with the interests of the Trust or have the potential to bring the Trust into disrepute.
- > There is no detrimental impact on an Employee's work performance or their own or others health and safety.
- > Privileged or confidential information is not shared.
- > Work is undertaken outside of the Trust/School and of contracted hours of work.

- > The activity is not in direct competition with those of the Trust.

It is an Employee's responsibility to monitor the hours they work and ensure they are rested and refreshed to be able to carry out their role. An average working week of 48 hours across all employments should not normally be exceeded unless the Employee has elected to opt out of the Working Time Regulations.

15. Dress and Presentation

All Employees must ensure their dress, personal appearance and standard of personal hygiene is appropriate to the nature of their role in the Trust and promotes a professional image.

Dress should be appropriate to the activities an Employee is engaged in and any related health and safety requirements.

Suitable protective equipment must be worn where provided and appropriate. Uniforms should be worn where provided.

Employees should wear their identity badges at all times whilst in the workplace.

Clothes that expose areas of the body normally covered in the workplace are not allowed e.g. miniskirts, shorts, low cut tops and transparent clothing. Clothing with offensive or inappropriate designs, slogans or symbols are not allowed.

Wherever possible, tattoos should not be exposed. An Employee may be asked to cover a visible tattoo where it is deemed inappropriate / offensive for a Trust/School setting. Body piercings, except earrings, should not be exposed.

The Trust recognises the diversity of cultures and religions of its Employees and will take a sensitive approach where this affects dress and uniform requirements.

16. Smoking and the use of drugs and alcohol

The Trust sites are non-smoking environments. Smoking and the use of e-cigarettes or "vaping" is not allowed on Trust premises or during working time. Staff should also refrain from smoking immediately outside of the Trust entrances.

Employees must not consume alcohol or use illegal drugs in the workplace or be under the influence of such substances whilst at work. This includes the use of 'legal highs' or psychoactive substances.

Employees must ensure that any use of alcohol / illegal drugs outside of work does not adversely affect their work performance, attendance, conduct,

working relationships, health and safety of themselves and others or damage the Trust's image and reputation. If an Employee has a drug or alcohol dependency which is impacting on their work or has the potential to impact on their work, they should discuss this with the Headteacher.

17. Health and Safety at Work

All Employees must, by law, take reasonable care for their own health and safety and that of others in the workplace.

Employees are required to comply with the Trust's Health and Safety policy and agreed procedures at all times.

This includes:

- > Avoiding risk of injury or danger to yourself or others.
- > Using any protective clothing and equipment supplied.
- > Complying with hygiene requirements.
- > Reporting, at the earliest opportunity, any hazards, defects, accidents or incidents to the Headteacher or other designated person.
- > Not interfering with, or misusing, anything provided for health, safety or welfare.
- > Informing the Trust of any medical condition or medication which has been prescribed which may have an impact on health and safety in the workplace.

Employees with specific additional responsibilities and those in managerial roles should also be aware of and comply with any additional health and safety obligations associated with their role.

Please also refer to the Trust's Health & Safety Policy. This can be found on the trust and school websites.

18. Contact with the Media

All enquiries from the media should be directed to the Headteacher.

Employees should not make contact with or comment to the media about matters relating to the Trust/School without the prior approval of the CEO/Headteacher.

Employees should speak to the Headteacher in the first instance about any concerns they have regarding their own employment or operation of the Trust and / or may refer to the Trust's Whistleblowing or Grievance policies if they wish to raise a formal complaint.

Should an Employee speak directly to the media about non-Trust matters care should be taken to ensure that it is clear that any opinions expressed are personal and that the individual is not acting on behalf of / representing the Trust.

Any contact with the media in a personal capacity should be compatible with the Employee's role and their position working with children / young people or in a Trust/School setting and must not negatively impact on the reputation of the Trust.

19. Whistleblowing

Employees may raise concerns about any aspect of the operation of the Trust which is not directly related to their own employment through the Whistleblowing Policy. Examples linked to safeguarding include:

- > Pupils' or staffs' 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.

Employees raising a concern with reasonable grounds for doing so will not be subject to discrimination, harassment or victimisation.

For further information on this process and how to report concerns, please refer to the Trust's Whistleblowing Policy. This can be found on the trust and school websites.

20. Misconduct

Failure to follow the Code of Conduct may result, if proven, in disciplinary action, including dismissal.

Employees should ensure they are familiar with type of conduct which may be regarded as a breach of Trust rules.

Examples of behaviours which are likely to be regarded to constitute misconduct are set out in the Appendix to the Trust's Discipline and Conduct Policy and Procedure. Allegations of misconduct will be managed in accordance with this procedure.

Please also refer to the Trust's Discipline & Conduct Policy & Procedure. This can be found on the trust and school websites.

Part C: Safeguarding Pupils / Students

21. General Obligations

All Employees have a responsibility to:

- > Safeguard pupils / students from physical abuse, sexual abuse, emotional abuse and neglect.
- > Promote the welfare of pupils / students and provide a safe environment in which children can learn.
- > Identify children who may be in need of extra help or who are suffering, or are likely to suffer, significant harm.
- > Report as soon as possible and without delay any concerns regarding child protection / safeguarding to the Headteacher / Designated
- > Safeguarding Lead (or CEO where concerns relate to the Headteacher)

All Employees must ensure they have read, understood and comply with:

- > Part 1 of Keeping Children Safe in Education (September 2022). This Guidance can be accessed via [Keeping children safe in education 2022 \(part one only\) \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/106522/keeping-children-safe-in-education-2022-part-one-only.pdf).
- > Trust Safeguarding Policy.
- > Trust's Behaviour Management Policy.
- > Additionally, Employees with managerial responsibilities must ensure they comply with the Trust's procedure for Managing Allegations Against Staff and Parts 2-4 of Keeping Children Safe in Education and Safeguarding Procedures for Managing Allegations Against Staff.

Employees must attend and comply with any training as required by the Trust associated with the safeguarding of pupils / students.

22. Allegations that may meet the harm threshold

This section applies to any member of staff, including volunteers, governors, contractors, agency and third-party staff (including supply teachers) and visitors, that have been alleged to have:

- > 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 he or she 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 both inside and outside of school

If we're in any doubt as to whether a concern meets the harm threshold, we will consult our local authority designated officer (LADO).

We will deal with any allegation of abuse quickly, in a fair and consistent way that provides effective child protection while also supporting the individual who is the subject of the allegation.

For more information on this procedure, please refer to the Trust's Safeguarding Policy. This can be found on the trust and school websites.

23. Low-level concerns about members of staff

A low-level concern is a behaviour towards a child by a member of staff 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 the trust's safeguarding 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 the Trust's Safeguarding Policy, this can be found on the trust and school websites.

24. Appropriate relationships with students

Employees must maintain appropriate professional boundaries with pupils / students.

Employees are expected to act in an open and transparent way that would not lead any reasonable person to suspect their actions or intent. In order to protect both children and themselves, Employees should also avoid behaviour that might be misinterpreted by others.

25. Allegations Against Members of Staff and Volunteers

All Employees have a duty to report to the Headteacher / DSL at the earliest opportunity the conduct of a colleague which may place a child at risk.

Where the concerns relate to the Headteacher these should be reported to the CEO.

Failure to report such concerns may be regarded as a disciplinary matter.

26. Guidance for Safer Working Practice

Employees are required to read, understand and comply with the Guidance for Safer Working Practice for those working with Children and Young People in Education Settings.

This guidance can be accessed via the link below:

http://www.kelsi.org.uk/_data/assets/pdf_file/0016/46510/Guidance-for-safer-working-practice-working-in-education.pdf

This document explains specific expectations with regard to safeguarding pupils / students and contains practical guidance on behaviours which constitute safe working practice which the Trust expect all employees to follow.

Employees should seek immediate guidance from their Headteacher / Line Manager if they are unclear about the conduct or actions expected of them.

27. Other Safeguarding Considerations

27.1 Prevent Duty

Trusts have a duty to protect children / young people from radicalisation and extremism.

All Employees have a responsibility to report any concerns about pupils / students who may be 'at risk' to the Headteacher / designated staff member.

27.2 Female Genital Mutilation

Teachers have a legal duty to report to the police where they discover an act of Female Genital Mutilation appears to have been carried out on a pupil / student.

All Employees have a responsibility to discuss any concerns with the Headteacher / designated staff member

Please refer to Part 1 and Annex A of Keeping Children Safe in Education (September 2022) for further guidance.

Part D: ICT and Social Media

Please also refer to the Trust's Acceptable Use Policy. This can be found on the trust and school websites.

28. General Obligations

All employees should ensure that they have read, understand and comply with the appropriate Schools ICT Acceptable Use Policy at all times. Central Trust staff should ensure they have read, understand and comply with all ICT Acceptable Use Policies across all Schools.

Whilst at work or using a work device all Employees must:

- > Ensure all electronic communication with pupils / students, parents / carers, colleagues and other stakeholders is compatible with their professional role, appropriate boundaries and in line with Trust policies.
- > Not to use work IT equipment to browse, create, transmit, display, publish or forward any material / images which is illegal, sexually explicit, obscene or could offend, harass or upset others or anything which could bring an Employee's professional role or the Trust into disrepute.
- > Not to use personal IT equipment to browse, create, transmit, display, publish or forward any materials / images which are illegal or could offend or harass others or anything which could bring an Employee's professional role or the Trust into disrepute.
- > Ensure that ICT system security is respected and password protocols are observed – including the use of strong passwords and encryption.
- > Not install personal software on Trust equipment or make unauthorised copies of Trust/School registered software.

As a Trust we may specify which approach applies. Inspira academy Trust allows the following:

Limited use of Trust internet, email and ICT equipment for personal purposes is permitted, provided this is within the scope of the Trust's Acceptable Use Policy and does not impact on an individual's job role.

Access to gaming, gambling, social networking sites or internet chatrooms from Trust devices is not permitted

Employees should seek guidance from their Headteacher / Line Manager if they are unclear about the conduct or actions expected of them.

Breaches of expected use of ICT may be considered under the disciplinary procedure.

29. Use of Social Media

Employees must ensure that their online presence / profile is compatible with their professional role.

All Employees should:

- > Ensure appropriate privacy settings are applied when using social media sites
- > Refrain from sharing confidential / privileged information, discussing incidents, operational or employment matters or making critical / negative comments about the Trust / pupils / parents or colleagues on such forums
- > Not browse, create, transmit, display, publish, comment on or forward any material / images which is illegal, could offend or harass or anything which could bring an Employee's professional role or the Trust into disrepute
- > Never share / post images of pupils
- > Not post images of work colleagues without permission.
- > Not access or update personal social media sites using Trust devices / during working time.

Employees should not make contact with student / pupils or parents via social media accounts or have these individuals as social media 'friends' / 'contacts'. It is also recommended that Employees do not have ex- pupils or their families as social media 'friends'.

Employees should seek guidance from their Headteacher / Line Manager if they are unclear about the conduct or actions expected of them.

30. Use of Personal Mobile Phones / Devices

Employees are not permitted to make / receive personal calls / texts, send / receive emails or access internet / social media during work time where children are present.

Employees should ensure that mobile devices are silent at all time whilst in the classroom or where children are present. Mobile devices should not be left on display.

Employees should not use their personal equipment (mobile phones / cameras / tablets) to take photos or make recordings of pupils / students.

31. Monitoring of Usage

Emails, documents or browsing history on Trust systems should not be considered to be private and may be monitored and recorded to ensure the safety of pupils / students and ensure compliance with this policy. This monitoring will be proportionate and will take place in accordance with data protection / privacy legislation.

The Trust may address concerns regarding unauthorised, unacceptable or inappropriate use of ICT systems / devices or social media as a disciplinary matter.

Part E: Business Conduct

32. Use of Financial Resources

The Trust requires Employees to observe the highest standards of business / financial practice.

Employees should ensure that Trust / public funds with which they are entrusted are used in a responsible and lawful manner.

Employees must comply with the Trust's stipulated financial regulations and any other relevant policies / audit requirements.

Personal loyalty cards should not be used when making purchases on behalf of the Trust.

Please also refer to the Trust's Financial Handbook.

33. Personal Use of Equipment and Resources

Employees may not make personal use of the Trust's property, materials or facilities unless authorised to do so by the Headteacher/CEO.

34. Declaration of Interests

The Trust recognises that Employees may wish to take an active role in the local community and undertake additional personal / business activities outside of work.

In the majority of instances such activities will have no impact on their role in Trust. However, on occasion there may be a potential conflict of interest.

Employees should therefore declare annually to the Headteacher any financial or non-financial interests which may conflict with those of the Trust. Employees should also declare membership of any professional bodies / organisations which may conflict with their Trust role.

Should Employees be in doubt about whether a conflict of interest may exist they should seek guidance from the Headteacher (or CEO in the case of the Headteacher).

35. Contracting out of Services

Employees should follow agreed Trust protocols for the award of contracts to external providers as set out in the Trust Financial Handbook.

Employees should adhere to Trust rules regarding the separation of roles in procurement / tendering process.

In particular care should be taken to ensure competition between prospective contractors is fair and open and that all competing parties are treated equally.

Employees should ensure that preferential treatment is not shown to current / former Employees or partners, close relatives or friends / associates in the award of contracts.

Employees must not accept any form of financial or other inducement which may be offered by a potential contractor. All such approaches should be reported to the Headteacher.

Confidential information relating to the tendering process, must not be disclosed to any unauthorised party or organisation.

36. Gifts and Hospitality

The process to follow concerning the receipt of gifts, hospitality and other services is outlined in the Trust's Gifts & Hospitality Policy, and the Academy Handbook. This can be found on the trust and school websites.

37. Personal Relationships at Work

Employees must not allow a personal relationship with a colleague, parent or member of the wider Trust community to influence their conduct at work or have a detrimental impact on the operation of the Trust.

Employees who are in a personal relationship should behave in an appropriate and professional manner during working time. Preferential treatment or advantage of any kind must not be given.

A personal relationship may be defined as:

- > A family relationship
- > A romantic / sexual relationship
- > A close personal friendship outside of work
- > A business, commercial or financial relationship

Employees are expected to disclose to the Headteacher/CEO where a personal relationship exists or develops with a parent of a pupil or where there is a pre-existing family connection or friendship with a pupil and / or their family. There will be no requirement to give a detail account of the involvement. Where an individual is employed in a School in which their child / family member is a pupil, they should ensure that appropriate professional boundaries are maintained.

Employees are expected to disclose to the Headteacher/CEO any close personal relationship with a colleague / Governor/ Trustee/ Member. There will not be a requirement to give a detail account of the involvement.

Where a personal relationship exists or develops between members of staff where one party is in a supervisory relationship they must not be involved in the recruitment, appraisal, promotion, pay determination or any other management decision involving the other party.

In the case of the Headteacher any disclosures should be made to the CEO. In the case of the CEO any disclosure should be made to the Chair of Trustees.

38. Political Activity

Employees may engage in political activity outside of work – however they should not allow personal / political views to interfere with their duties. Any activity should be compatible with the Employee's responsibility as a role model to pupils / students.

Where an Employee is involved in political activity outside of work – care must be taken to ensure that it is clear that any opinions expressed are personal and that the individual is not acting on behalf of / representing the Trust.

39. Intellectual Property

Any intellectual property created by an Employee during the course of their employment will be considered the property of the Trust, unless specific permission is granted to the Employee to have ownership of such materials.