



THE ALLIANCE
MULTI-ACADEMY TRUST

Staff Code of Conduct Policy

For the Academies within TAMAT

This Staff Code of Conduct Policy was approved and adopted by the Trust Board: Sum 2026

It will be reviewed: Sum 2027

Version V26.0

Introduction

This code of conduct has regard to the DfE statutory guidance, *Keeping Children Safe in Education* and includes extracts from *Guidance for Safer Working Practice for Adults who Work with Children and Young People in Education Settings*. The full version of this guidance should be used as a working reference document for all members of staff working with children and young people and it will be used during induction and to inform relevant policies and procedures within the school.

Whilst this code predominantly refers to 'employees' or 'members of staff', TAMAT expects all those working for and on behalf of schools within TAMAT, including in a voluntary capacity, to reflect the standards of conduct and behaviour contained within this document.

Statement on Personal Conduct

TAMAT expects all employees to promote and maintain high standards of personal conduct to sustain the good reputation of their school and to safeguard and promote the welfare of children and young people. Employees are expected to:

- Perform their duties to the highest possible standards, with honesty, integrity and impartiality and be accountable for their own actions.
- Maintain the confidence and respect of the public and those with whom they work.
- Treat others with respect, fairness, and dignity always.
- Communicate promptly any relevant concerns they may have about the quality of provision or the safety and welfare of children and young people.
- Familiarise themselves with systems and procedures, including reporting requirements, within their school that support the protection of children and to attend training and read safeguarding briefings provided to ensure that they remain up to date.
- Be aware that their behaviour inside and outside the workplace, as well as the behaviour of others in their personal lives, could compromise their position within the school in relation to the protection of children, loss of trust and confidence or bringing the employer into disrepute. It could also result in action by regulatory bodies.
- Be familiar with the school's Online Safety Policy and follow all advice and guidance contained within it.

In addition to this code of conduct, teachers are also expected to meet the professional conduct standards outlined in the DfE Teachers' Standards.

Managing Allegations Against Staff, Volunteers and Contractors

TAMAT encourages an open and transparent culture in which *all concerns* (including those deemed to be low-level) about adults working for, or on behalf of, TAMAT are dealt with promptly and appropriately.

TAMAT has procedures for dealing with concerns and/or allegations against those working in or behalf of TAMAT in a paid or unpaid capacity which can be found in the Child Protection Policy. These procedures are consistent with the statutory guidance document, *Keeping Children Safe in Education* and will be followed where it is alleged that anyone working in TAMAT 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 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 (including behaviour outside TAMAT).

Any such allegations will be investigated and responded to in accordance with the procedure contained within the Child Protection Policy.

As part of ensuring a culture of openness, trust and transparency, TAMAT also has procedures within the Child Protection Policy for addressing 'low-level concerns' which do not meet the threshold above. This would include any concern, however small, that an adult working for, or on behalf of, TAMAT may have acted in a way that is inconsistent with this code of conduct and/or associated School policies but which does not warrant a referral to the Local Authority Designated Officer (LADO).

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,
- using inappropriate sexualised, intimidating or offensive language.

Low-level concerns will be investigated, and the evidence collected will determine what further action may need to be taken. Records of low-level concerns will be retained on file for no less than the duration of employment.

Members of staff are in a position to identify concerns relating to the safety and welfare of children at an early stage, allowing for prompt intervention and preventing concerns from escalating. It is therefore vitally important that, if staff have any safeguarding concerns, however small, or an allegation is made about another member of staff, this is referred to the Headteacher promptly (or to the Chair of Governors in respect of the Headteacher) , if concerning the central team then report to CEO (or to Chair of Trust Board in respect of the CEO) in accordance with the Child Protection Policy. We also encourage staff to self-refer in circumstances where, for example, they have found themselves in a situation which:

- could be misinterpreted;
- might appear compromising to others; and/or
- on reflection they believe they may have behaved in such a way that they consider falls below the expected professional standards.

The procedure for sharing confidentially 'low-level' concerns should be clear and easy to understand and implement. The headteacher should be the ultimate decision maker in respect of all low-level concerns.

1. Compliance with School Instructions

TAMAT expects all employees to comply with lawful written and oral instruction unless to do so would result in a health and safety risk.

2. Attendance

The Trust expects that members of staff will:

- Attend work in accordance with their contract of employment and associated terms and conditions in relation to hours, days of work and holidays.
- Make routine medical and dental appointments outside of their working hours or during holidays where possible.
- Refer to the Trust Special Leave Policy if they need time off for any reason other than personal illness.
- Follow the Trust absence reporting procedure when they are absent from work due to illness or injury.

3. Data Protection

TAMAT takes its obligations under data protection laws very seriously. All staff are expected to familiarise themselves with the TAMAT's data protection policy and any associated procedures which govern day-to-day working practices as well as how to report a suspected data breach and to recognise when someone may have made a subject access request. If in any doubt you should consult your line manager promptly or contact TAMAT's data protection officer (whose details can be found on the Data Protection Policy). Staff should record with professionalism and clarity in the event of sharing data more widely. As much as possible staff are encouraged to go paperless as paper files cannot be protected digitally and may be misplaced. Handwritten notes should be kept to a minimum, transferred to an electronic secure format then notes destroyed

4. Disclosure of Information

All employees should develop a clear understanding about what information can be disclosed to government departments, internal or external auditors, parents, pupils and the wider public, and what information should remain confidential. Any information made available should be provided concisely. Employees should seek the advice of their line manager if they are at all unsure of the level of confidentiality which is required.

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Employees should not use any information gained in the course of their employment for personal gain or pass it on to others who might use it in such a way. Information concerning another person's personal affairs should not be divulged without prior approval, except where that disclosure is required or sanctioned by law.

5. Sharing Information about Pupils

There are some circumstances in which a member of staff may be expected to share information about a pupil, for example when abuse is alleged or suspected. In such cases, individuals have a

responsibility to pass information on without delay, but only to those with designated safeguarding responsibilities.

If a child – or their parent / carer – makes a disclosure regarding abuse or neglect, the member of staff should follow the school's procedures. The adult should not promise confidentiality to a child or parent but should give reassurance that the information will be treated sensitively.

If a member of staff is in any doubt about whether to share information or keep it confidential, he or she should seek guidance from the Designated Safeguarding Lead.

Under the FGM Act 2003, Professionals and teachers must report any known cases of FGM to the police.

Staff must also be aware of their duty to report any breach of GDPR to the Data Protection Officer.

6. Media / Legal Enquiries

Any media or legal enquiries should be passed to senior management.

7. Whistleblowing

If an employee becomes aware of activities which he/she believes to be illegal, improper, unethical or otherwise inconsistent with this code of conduct, the employee should report the matter in accordance with TAMAT's Whistleblowing procedure or child protection procedure, as relevant. All employees are required to comply with any investigation undertaken as a result of such allegations being raised.

This means that staff should escalate their concerns if they believe that a child or children are not being protected, report any behaviour by colleagues that raises concern and report allegations against staff and volunteers to the Headteacher, or where they have concerns about a Headteacher report these directly to the Chair of Governors. Central team staff should report allegations to the CEO or where they have concerns about the CEO report these directly to the Chair of Trust Board.

Staff should be familiar with their establishment's arrangements for reporting and recording concerns and allegations, how to contact those with responsibility such as the Headteacher, Chair of Governors and Ofsted directly if required and take responsibility for recording any incident and passing on that information where they have concerns about any matter pertaining to the welfare of an individual in the school or setting.

All employees are required to comply with any investigation undertaken because of such allegations being raised.

8. Appearance and Dress

A person's dress and appearance are matters of personal choice and self-expression and some individuals will wish to exercise their own cultural customs. However, staff should select a manner of dress and appearance appropriate to their professional role, and which may be necessarily different to that adopted in their personal life.

Staff should ensure they are dressed decently, safely, and appropriately for the tasks they undertake. Those who dress or appear in a manner which could be viewed as offensive or inappropriate will render themselves vulnerable to criticism or allegations.

Members of staff act as role models and often have a professional relationship with a range of other stakeholders. For most staff, appropriate dress will be smart office-wear with discreet jewellery and make-up and hair styled conservatively.

In certain areas, an agreed uniform, protective clothing, or other exceptions are in place (such as for PE staff, catering, and premises staff). Staff are expected to wear sportswear or casual clothing and footwear for practical or physical activities.

9. Smoking / Vaping, Alcohol and Other Substances

Staff will not smoke or vape on the school premises and whenever in the sight of pupils, parents, or visitors.

Staff will not smoke or vape whilst working with or supervising pupils off-site, such as when on educational visits.

Employees must never arrive at work incapable through the effects of alcohol or drugs. Drinking alcohol or taking drugs (apart from appropriately prescribed medication or over-the-counter remedies) at work or during breaks is also strictly prohibited. The consumption of alcohol at staff events or meetings is subject to the authorisation of the Headteacher.

If alcohol or drug usage impacts on a staff member's performance, the school has the right to discuss the matter with the employee and take appropriate action in accordance with the Trust Disciplinary Policy, including referral to the police.

10. Political Neutrality

Employees should ensure that their own personal or political opinions do not interfere with any policy of the school or TAMAT.

This means that adults should not:

- Enter into or encourage inappropriate discussions which may offend or harm others.
- Undermine fundamental British values,
- Express any prejudicial views.
- Attempt to influence or impose their personal values, attitudes or beliefs on pupils.

11. Appointment of Staff

Employees should not be involved in a staffing appointment, or in any decision relating to the discipline, promotion or pay and conditions of another employee (or prospective employee) to whom they are related or have a close personal relationship.

12. Personal living accommodation including on-site provision.

Staff should not invite any pupils into their living accommodation unless the reason to do so has been firmly established and agreed with their manager and the pupil's parents /carers.

It is not appropriate for staff to be expected or requested to use their private living space for any activity, play or learning. This included seeing pupils for e.g. discussion of reports, academic reviews, tutorials, pastoral care or counselling. Managers should ensure that appropriate accommodation for such activities is found elsewhere in the setting. On residential visits, pupils should not enter staff accommodation.

Under no circumstances should pupils (other than those that are family or family friends) be asked to assist adults with jobs or tasks, either for or without reward, at or in their private accommodation. This guidance should also apply to all other persons living in or visiting the private accommodation.

13. Equality, Bullying and Harassment

All employees and members of the local community have a right to be treated with fairness and equality. Employees must ensure that they comply at all times with the Trust Equality Statement and other employment policies in relation to equality issues.

The bullying or harassment of other work colleagues, pupils or other members of the community is considered to be gross misconduct. Employees are expected to report any concerns or suspicions they may have about the treatment of others to their Line Manager or the Headteacher.

All staff should treat each other with respect and dignity, with relationships between adults remaining professional at all times.

14. Contractors and Competitive Tendering

Contractors may include individuals who are temporarily working alongside School staff, or employees of an external firm that has been awarded a contract to provide services. All contractors should be treated with courtesy and respect.

Any orders and contracts must be awarded by fair and open competition against other tenders. No special favour must be shown to current or recent former employees or associates in awarding contracts.

Employees must declare any relationship with a particular contractor, or any potential contractors, to the appropriate manager.

Employees should be clear on the separation of client and contractor roles. Senior employees who have both a client/contractor responsibility must be aware of the need for accountability and openness.

Employees privy to confidential information on tenders of costs relating to contractors should not disclose the information to any unauthorised party or organisation.

15. Use of the School's Materials, Property or Resources

Employees must ensure that school funds entrusted to them are used in a responsible and lawful manner.

Employees should not make personal use of any School property, facilities, equipment, materials, vehicles or resources unless properly authorised to do so.

16. Hospitality and Acceptance of Gifts

All School staff and those working on behalf of the School are expected to refuse the offer of inappropriate and disproportionate hospitality and gifts made as part of the discharge of their duties unless there are compelling reasons or exceptional circumstances for doing so.

The acceptance of gifts and hospitality must be treated with extreme caution and may be regarded as a breach of the code of conduct. The onus is on the individual to take responsibility for making informed judgements about any offers of gifts and hospitality made to them and for seeking advice if they are unsure whether they can accept.

As to what is 'inappropriate and disproportionate', something like a small token of appreciation to a teacher, a small bouquet of flowers sent in thanks or a small buffet lunch to facilitate networking, would not seem unreasonable whereas anything which is significant, such as tickets to football matches or concerts, have a value to them which could have the potential to be interpreted as recompense, inducement or endorsement.

Gifts or hospitality must not be accepted where it might be perceived to influence a decision in respect of purchasing goods or services, awarding contracts, preferential treatment or in the discharge of any other aspect of the School's day-to-day business. It is the responsibility of individual members of staff to refuse such offers and to report any possible conflict of interest and any cases where they believe that the school may be compromised.

It is a criminal offence for employees or those working on behalf of the School to corruptly receive any gift, loan, fee, reward or advantage for doing, or not doing anything, or showing favour, or disfavour, to any person in their official capacity.

In no circumstances should a statement ever be made in return for a personal gift or money.

It is expressly prohibited for an employee to accept any gift or hospitality from an organisation if he/she is actively involved in a tender process with the organisation on behalf of the School. This prohibition commences at the point that an invitation to tender is published and extends to a period of three months after a contract has been awarded.

For reasons of probity and transparency, the principle of receipt of gifts or hospitality extends to the spouse, partner or immediate family of the employee.

If an employee has any doubt about such an offer of a gift or hospitality, he/she is responsible for notifying and discussing this with his/her immediate manager.

17. Giving Gifts

It is inadvisable to give personal gifts to pupils or their families. This could be interpreted as a gesture either to bribe or groom. It might also be perceived that a 'favour' of some kind is expected in return.

Any reward given to a pupil should be in accordance with agreed practice, consistent with the school's behaviour policy, recorded and not based on favouritism.

18. Working Relationships and Social Contact outside the Workplace

Internal and external working relationships are formed on a daily basis with colleagues, pupils, parents and contractors. These should be conducted in a professional, friendly and respectful manner.

It is acknowledged that staff may have genuine friendships and social contact with parents of pupils, independent of the professional relationship.

Staff should, however, also be aware that professionals who sexually harm children often seek to establish relationships and contact outside of the workplace with both the child and their parents, in order to 'groom' the adult and the child and/or create opportunities for sexual abuse, exploitation or radicalisation.

Staff should recognise that some types of social contact with pupils or their families could be perceived as harmful or exerting inappropriate influence on children and may bring the school into disrepute (e.g. attending a political protest, circulating propaganda).

If a pupil or parent seeks to establish social contact, or if this occurs coincidentally, the member of staff should exercise her/his professional judgement. This also applies to social contacts made through outside interests or the staff member's own family.

Some staff may, as part of their professional role, be required to support a parent or carer. If that person comes to depend upon the staff member or seeks support outside of their professional role this should be discussed with Senior Management and where necessary referrals made to the appropriate support agency.

In general, there are extremely few situations where it is appropriate for parents to approach staff through personal routes in regard to school business, and in general they should be referred back to the normal procedures.

Staff should ensure that any type of social contact does 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. Staff must ensure that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Staff must not accept friend invitations or become friends with any pupil on any social media platform. Staff should also refrain from following the Twitter or similar social media accounts of pupils or their parents. School staff should be aware that their social media profiles could put them in a vulnerable position with members of the school community. If they have a personal profile on social media sites, they should consider ways to reduce access to them e.g. 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.

This should be read in conjunction with the information set out in the Online Safety Policy and follow all advice and guidance within it.

Personal phone numbers, email addresses and communication routes via all social media platforms should not be used and staff should not share their home address with pupils. If contacted via an inappropriate route the member of staff must inform their line manager immediately.

If approached by ex-pupils, staff must act with integrity and must consider if the relationship might be considered an abuse of the position of trust.

Some members of staff have served the school for many years and have personal links with the wider community. This being the case, staff members may be neighbours with some of the families which we serve; their children have friends in our community, and they may attend social groups within the community. Consequently, there may be situations where it is acceptable for our families to see members of staff outside of school; staff are expected to exercise their professional judgement and act in the best interests of the pupils and the school.

19. Communication with Children and Young People

Employees should not seek to communicate, make contact with or respond to contact with pupils outside of the purposes of their work and should not give personal contact details (e.g. email address, home or mobile telephone numbers, details of web-based identities) to children.

Only equipment and services provided by the School should be used for communication and employees are expected to adhere to and sign the School's Acceptable Use of IT Policy.

Employees are expected to report to their Line Manager any contact or correspondence with children they receive via personal contact mechanisms.

Members of staff should always report any indications (verbal, written or physical) that suggest a pupil may be infatuated with a member of staff to the Headteacher or another Senior Manage

20. Physical Contact with Pupils

There are occasions when it is entirely appropriate and proper for staff to have physical contact with children, however it is crucial that they only do so in ways appropriate to their professional role and in relation to the pupil's individual needs and any agreed care plan. Any physical contact should be in response to the child's needs at the time, of limited duration and appropriate to their age, stage of development, gender, ethnicity and background. Adults should, therefore, use their professional judgement at all times.

Members of staff should:

- be aware that even well-intentioned physical contact may be misconstrued by the pupil, an observer or any person to whom this action is described.
- never touch a pupil in a way which may be considered indecent.
- always be prepared to explain actions and accept that all physical contact be open to scrutiny.
- never indulge in horseplay or fun fights.
- always allow/encourage pupils, where able, to undertake self-care tasks independently.
- ensure the way they offer comfort to a distressed pupil is age appropriate.
- always tell a colleague when and how they offered comfort to a distressed pupil.
- establish the preferences of pupils.
- consider alternatives, where it is anticipated that a pupil might misinterpret or be uncomfortable with physical contact.
- always explain to the pupil the reason why contact is necessary and what form that contact will take.
- report and record situations which may give rise to concern.
- be aware of cultural or religious views about touching and be sensitive to issues of gender.

In certain curriculum areas (e.g. PE, drama or music), staff may need to initiate some physical contact with children, for example, to demonstrate technique in the use of equipment, adjust posture or support a child so they can perform an activity safely or prevent injury.

Physical contact should take place only when it is necessary in relation to a particular activity. It should take place in a safe and open environment i.e. one easily observed by others and last for the minimum time necessary.

The extent of the contact should be made clear and undertaken with the permission of the pupil. Contact should be relevant to their age / understanding and adults should remain sensitive to any discomfort expressed verbally or non-verbally by the pupil. Staff working in these areas are expected to have regard to any guidance or protocols provided to them on appropriate physical contact.

Staff must read and follow the guidance in the school's Positive Touch Policy. Physical contact should be avoided, de-escalation strategies should be employed, and support sought from a colleague. Restraint should only be used by those who have had MAPA or other appropriate training.

21. Intimate / Personal Care

The school has an Intimate Care Policy. All members of staff who may be called upon to provide such care should ensure they are familiar with, and act in accordance with, this policy.

22. Behaviour Management and Physical Intervention

All members of staff must avoid any form of degrading or humiliating treatment to punish a child or use force as a means of punishment. Staff are expected to act as role models and should avoid shouting at children other than as a warning in an emergency.

Adults may reasonably intervene to prevent a child from committing a criminal offence, injuring themselves or others, causing damage to property or engaging in behaviour prejudicial to good order and to maintain good order and discipline.

The use of physical intervention should, however, be avoided wherever possible and, where necessary, should only use minimum force and for the shortest time needed.

All members of staff are expected to understand and to follow the School's Behaviour Management Policy and Physical Intervention Policy as appropriate to their role.

23. Showering and Changing

Pupils are entitled to respect and privacy whilst they are changing e.g. before and after PE; however, a level of supervision is required to ensure that pupils are safe, and that they are not subjected to bullying.

The supervision will be appropriate to the needs and ages of the pupils, and sensitive to the potential for embarrassment.

Where possible, female staff will supervise girls and male staff will supervise boys.

Staff will announce their intention of entering the changing room to allow pupils to maintain their privacy and will only remain in the changing room for as long as necessary.

Staff will never change or shower in the same area as pupils.

24. Sexual Conduct

Any sexual behaviour by a member of staff with or towards a pupil is unacceptable. It is an offence under section 16 of the Sexual Offences Act 2003 for a member of staff in a position of trust to engage in sexual activity with a pupil under 18 years of age, even if the relationship is consensual, and sexual activity with a child could be a matter for criminal and/or disciplinary procedures. A situation where a person is in a position of trust could arise where the child is in full-time education and the person looks after children under 18 in the same establishment, even if (s)he does not teach the child.

25. Lone Working and One to One Situations Involving Pupils

Staff working one to one with pupils, including visiting staff from external organisations, can be more vulnerable to allegations or complaints and should ensure that, wherever possible, there is visual access and/or an open door in one-to-one situations.

Members of staff should not arrange to meet with pupils from the school away from the work premises unless the necessity for this is clear and approval is obtained from a senior member of staff, the pupil and their parents/carers.

Staff are expected to adhere to the school's policies on lone working.

The school will conduct risk assessments in relation to the specific nature and implications of one-to-one work and any planned home visits.

26. Low Level Concerns

All low-level concerns are shared initially with the Headteacher and the DSL if relating to safeguarding of children. The DSL should in turn share the information as necessary with the Headteacher (if the HT is not the DSL) in a timely manner in accordance with the nature of the low-level concern. The Headteacher should be the ultimate decision maker in respect of all low-level concerns. The HT should discuss with the DSL to allow a collaborative approach to making the final decision on next steps. Low level concerns should be stored centrally in personnel files to limit access.

27. Transporting Pupils / Educational Visits

A designated member of staff will be appointed to plan and provide oversight of all transport arrangements and respond to any concerns that may arise. Staff should not offer lifts to pupils unless the need for this has been agreed by a manager.

Wherever possible and practicable it is advisable that transport is undertaken other than in private vehicles and with at least one adult additional to the driver acting as an escort.

It is a legal requirement that all passengers wear seatbelts and the driver should ensure that they do so. They should also be aware of and adhere to current legislation regarding the use of car seats for younger children.

Staff should ensure that their behaviour is safe and that the transport arrangements and the vehicle meet all legal requirements. They should ensure that the vehicle is roadworthy and appropriately insured (business insurance) and that the maximum carrying capacity is not exceeded.

Staff should never offer to transport pupils outside of their normal working duties, other than in an emergency or where not doing so would mean the child may be at risk. In these circumstances the matter should be recorded and reported to both their manager and the child's parent(s).

The School's Health and Safety Policy and educational visits policy set out the arrangements under which staff may use private vehicles to transport pupils.

Educational visits will be undertaken in accordance with the School's educational visits policy and any member of staff accompanying children on an educational visit are required to familiarise themselves with and adhere to this policy.

28. Administering First Aid and Medication

Any member of school staff may be asked to become a qualified first-aider or to provide support to pupils with medical conditions, including the administration of medicines, but cannot be required to do so unless this forms part of their contract of employment.

Any such employee will receive suitable training and will be expected to adhere to School guidelines and policies on undertaking such responsibilities. Please refer to Positive Touch policy.

29. Health and Safety

All employees have a shared duty to help prevent injuries or accidents occurring at work by complying with TAMAT's health and safety policy and all instructions relating to safety and security procedures.

30. Photography, Videos and Other Images

The school has strict rules of the taking and use of images which are contained within the School's Child Protection Policy. All members of staff should have regard to these rules. Under no circumstances should members of staff use their personal equipment to take images of pupils at, or on behalf of, the school or display or distribute images of pupils except as authorised by the School and with appropriate consent.

31. Declaration of Personal Interests and Outside Commitments

Employees are responsible for ensuring that their private interests, beliefs and personal associations do not conflict with their professional duties.

All employees should declare any non-financial or financial interest which might conflict with the ethos or work of the school or any relationship which, by the employee's association with that person, might adversely affect the school's reputation, attract negative publicity or potentially bring into question the employee's suitability to work with children and young people.

Declarations should be made via the Headteacher who should ensure that a written record is made in accordance with the school's procedure.

Declarations must extend to acknowledging the involvement of a relative or partner of an employee in an organisation with which the school does business (or seeks to do business), particularly if they are directors, partners or hold senior managerial positions in those organisations.

Where employees are in any doubt about whether any personal relationships, interests, or outside commitments should be declared, they should either declare the information in any case, or else seek further advice from the Headteacher.

32. Secondary Employment

Employees can take up additional employment other than at the school provided the employment concerned does not constitute a conflict of interest or adversely affect their employment at the school.

Employees should, however, keep the school informed of other employment they undertake so that the school may ensure that the 48-hour weekly working time limit under the Working Time Regulations 1998 is adhered to. In the event that an employee's combined working hours are likely to exceed this figure they will be asked to sign a working time 'opt out' agreement.

33. Home Working

Working from home can be done in exceptional circumstances and must first be agreed by the Line Manager/Headteacher. Staff working from home should ensure the following:

- Work is carried out in line with the UK GDPR guidelines.
- Staff who require access to personal data to enable them to work from home will first seek approval from the Headteacher to ensure the appropriate security measures are in place to allow this work to be carried out.
- Staff must not send work emails from a personal email address.
- Staff should not leave computers logged in and files un-attended.
- Must not use a personal home device where other family members can access data.

- Use a secured Wi-Fi network at home to access data.
- As much as possible staff are encouraged to go paperless as paper files cannot be protected digitally and may be misplaced.

34. Criminal Charges or Convictions

All employees must inform the Headteacher immediately of any criminal conviction, caution, reprimand or final warning or if they are the subject of a police investigation during their employment.

Staff should be aware that behaviour by themselves, those with whom they have a relationship or association, or others in their personal lives, may impact on their work with children.

35. Safeguarding

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

Our child protection and safeguarding policy and procedures are easily accessible from the school office, as well as in the policies section of our school website. New staff will also be given copies on arrival.

36. School Policies

TAMAT has in place a range of policies, some of which have been referred to in this code of conduct. Employees are expected to familiarise themselves with any policy the School and TAMAT have provided or drawn to their attention and to ensure that they take account of any future policy changes communicated to them. If in doubt about the application or interpretation of any policy an employee should seek advice from his/her line manager in the first instance.

37. Status of Code of Conduct

The content of this code of conduct is reviewed annually by the Trust Board. Employees will be expected to have regard to any updates to this code which have been brought to their attention.