

Staff Code of Conduct

Willow Grove Primary School



‘Be Safe, Be Kind, Be Positive’

Approved by:	Willow Grove Governing Body and Senior Leadership Team	Date: Summer 2025
Created by:	Headteacher, Senior Leadership Team, Willow Grove staff and Governors.	
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1. Aims, scope and principles

Willow Grove Primary School is a specialist Social Emotional Mental Health (SEMH) provider and provides outreach support to mainstream schools in the Wigan borough.

As a school, we are dedicated to maintaining a respectful and inclusive educational environment where all pupils can thrive. This policy serves as a commitment to continuous improvement, reflecting our values and priorities as a safe school community.

The “Willow Grove Way” is especially important to us. Our values are Be Safe, Be Kind, Be Positive. It is important that all staff demonstrate these values daily. Both in class and around school, with pupils and with colleagues.

This policy aims to set and maintain standards of conduct that we expect all staff at Willow Grove Primary School to follow.

By creating this policy, we aim to ensure our school is an environment where everyone is safe, happy, and treated with respect.

Many of the principles in this code of conduct are based on the [Teachers’ Standards](#).

School staff have an influential position in the school and will act as role models for pupils by consistently demonstrating high standards of behaviour.

We expect that all teachers will act in accordance with the personal and professional behaviours set out in the Teachers’ Standards.

We expect all support staff, governors, and volunteers to also act with personal and professional integrity, respecting the safety and wellbeing of others.

Failure to follow the code of conduct may result in disciplinary action being taken, as set out in our staff disciplinary procedures.

Please note that this code of conduct is not exhaustive. If situations that are not covered by this code arise, staff will use their professional judgement and act in the best interests of the school and its pupils.

2. Legislation and guidance

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

In line with the statutory safeguarding guidance [Keeping Children Safe in Education](#), we should have a staff code of conduct, which should (among other things) cover low-level concerns, allegations against staff and whistle-blowing, as well as acceptable use of technologies (including the use of mobile devices), staff/pupil relationships and communications, including the use of social media.

3. General obligations

Staff set an example to pupils. They will:

- ✓ Maintain high standards in their attendance and punctuality.
- ✓ Never use inappropriate or offensive language in school.
- ✓ Treat pupils and others with dignity and respect.
- ✓ Show tolerance and respect for the rights of others.
- ✓ Not undermine fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.
- ✓ Not express personal beliefs in a way that exploits pupils' vulnerability or might lead them to break the law.
- ✓ Understand the statutory frameworks within which they must act.
- ✓ Adhere to the [Teachers' Standards](#)

4. 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 duty, 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 available on our website in the policies section, on the Safeguarding notice board directly outside the staffroom and on the One Drive in the policies folder. All policies are also available in hard copy from the Headteacher, Miss L. Glover or via the School Business Manager. New staff will also be given copies on induction.

4.1 Allegations that may meet the harm threshold

This section applies to all cases in which it is alleged that anyone working in the school, including a supply staff, volunteer, or contractor, has:

- 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.
- Behave towards a child or children in a way that indicates they may pose a risk of harm to children.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children – this includes behaviour taking place inside or outside of school.

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

A 'case manager' will lead any investigation. This will be the Headteacher, or the chair of governors where the headteacher is the subject of the allegation.

4.2 Low-level concerns about members of staff

A low-level concern is behaviour towards a child by a member of staff that does not meet the harm threshold, but 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 cannot easily be seen.
- Humiliating pupils.

Low-level concerns can include inappropriate conduct **inside and outside of work**.

All staff should share any low-level concerns they have using the reporting procedures set out in our child protection and 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 directly to the Headteacher (Miss L.Glover).

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

Unprofessional behaviour will be addressed, and staff members will be supported to correct it, at an early stage.

This creates and embeds a culture of openness, trust, and transparency in which our school values and expected behaviour are constantly lived, monitored, and reinforced by all staff, while minimising the risk of abuse.

Reporting and responding to low-level concerns is covered in more detail in our child protection and safeguarding policy. This is available on our website in the policies section, on the Safeguarding noticeboard directly outside the staffroom and on One Drive in the policies folder. All policies are also available in hard copy from the Headteacher (Miss L. Glover) or via the School Business Manager (Mrs L. Thomas-Sergeant). New staff will also be given copies on induction.

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

4.3 Whistle-blowing

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

- Pupils’ or staff members’ health and safety is being put in danger.
- Failure to comply with a legal obligation or statutory requirement.
- Attempts to cover up the above, or any other wrongdoing in the public interest.

Staff are encouraged to report suspected wrongdoing as soon as possible. Their concerns will be taken seriously and investigated, and their confidentiality will be respected. The school aims to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Staff should consider the examples above when deciding whether their concern is of a whistle-blowing nature. Consider whether the incident(s) was illegal, breached statutory or school procedures, put people in danger or was an attempt to cover any such activity up.

Staff should report their concern to the Headteacher, Miss L. Glover. If the concern is about the Headteacher, or it is believed they may be involved in the wrongdoing, the staff member should report their concern to the chair of the governing board.

Concerns should be made in writing wherever possible. They should include the names of those committing wrongdoings, dates, places and as much evidence and context as possible. Staff raising a concern should also include details of any personal interest in the matter. The school will investigate any complaints in a timely, respectful, and confidential manner.

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

5. Sexual harassment

Sexual harassment is any unwanted physical, verbal, or non-verbal conduct of a sexual nature that has a purpose or effect of violating a person’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. It also includes treating someone less favourably because they have

submitted or refused to submit to unwanted conduct of a sexual nature in the past, or harassment related to sex or gender reassignment. When this behaviour is unwanted, it includes (but is not limited to):

- Unwanted physical conduct or 'horseplay' including touching, pinching, pushing, and grabbing.
- Continued suggestions for sexual activity after it has been made clear that such suggestions are unwelcome.
- Sending or displaying material that is pornographic, or that some people might find offensive.
- Unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless).
- Offensive emails, text messages or social media content.
- Comments and jokes of a sexual nature.
- Sexually suggestive looks and staring.
- Sexual propositions and advances.
- Promising things in return for sexual favours.
- Physical contact such as massaging, hugging, or kissing.
- Sexual contact on social media.

Staff will help create a positive environment that works to prevent sexual harassment. This includes calling out sexual harassment that they witness. All witnesses will be provided with appropriate support and will be protected from victimisation.

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

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

6. Staff-pupil relationships

Staff will observe proper boundaries with pupils that are appropriate to their professional position. They will act in a fair and transparent way that would not lead anyone to assume they are not doing so.

If staff members and pupils must spend time on a 1-to-1 basis, staff will make sure that:

- This takes place in a public place that others can access.
- Others can see into the room.
- A colleague or line manager knows this is taking place.

Staff should avoid contact with pupils outside of school hours if possible.

Personal contact details should not be exchanged between staff and pupils. This includes social media profiles. Past pupils should not be added onto social media.

While we are aware many pupils and their parents/carers may wish to give gifts to staff, e.g., at the end of the school year, gifts from staff to individual pupils are not acceptable.

If a staff member is concerned at any point that an interaction between themselves and a pupil may be misinterpreted, or if a staff member is concerned at any point about a fellow staff member and a pupil, this should be reported in line with the procedures set out in our child protection and safeguarding policy.

7. Communication and social media

School staff's social media profiles should not be available to pupils. If they have a personal profile on social media sites, they should not use their full name, as pupils may be able to find them. Staff should consider using a first and middle name instead and set public profiles to private.

Staff should not attempt to contact pupils or their parents/carers via social media, or any other means outside school, to develop any sort of relationship. They will not make any efforts to find pupils' or parents/carers' social media profiles.

Staff will ensure that they do not post any images online (school website/ Class DoJo) that identify children who are pupils at the school without their consent.

Staff should not state on their social media accounts that they are employed by Willow Grove Primary School.

Staff should be aware of the school's online safety policy. This is available on our website in the policies section, on the Safeguarding noticeboard directly outside the staffroom and on One Drive in the policies folder. All policies are also available in hard copy from the Headteacher, Miss L. Glover or via the School Business Manager. New staff will also be given copies on induction.

8. Acceptable use of technology

Staff will not use technology in school or belonging to the school to view material that is illegal, inappropriate, or likely to be deemed offensive. This includes, but is not limited to, sending obscene emails, gambling and viewing pornography or other inappropriate content.

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

Staff should not use personal devices during staff meetings, twilights or on INSET days.

We have the right to monitor emails and internet use on the school IT system.

We have an ICT and internet acceptable use policy, this is available on our website in the policies section, on the Safeguarding notice board directly outside the staffroom and on the One Drive in the policies folder. All policies are also available in hard copy from the Headteacher, Miss L. Glover or via the School Business Manager. New staff will also be given copies on arrival.

9. Confidentiality

During their role, as members of staff you are often privy to sensitive and confidential information about the school, staff, pupils, and their parents/carers.

This information should never be:

- Disclosed to anyone unless required by law or with consent from the relevant party or parties.
- Used to humiliate, embarrass or blackmail others.
- Used for a purpose other than what it was collected and intended for.

This does not overrule a staff member's duty to report child protection concerns to the appropriate channel where staff believe a child has been harmed or is at risk of harm, as detailed further in our child protection and safeguarding policy.

10. Honesty and integrity

Staff should maintain high standards of honesty and integrity in their role. This includes when dealing with pupils, handling money, claiming expenses, and using school property and facilities.

Staff will not accept bribes. Gifts that are worth more than £20.00 must be declared and recorded on the gifts and hospitality register.

Staff will ensure that all information given to the school is correct. This should include:

- Background information (including any past or current investigations/cautions related to conduct outside of school)
- Qualifications
- Professional experience

Where there are any updates to the information provided to the school, the member of staff will advise the school as soon as reasonably practicable. Consideration will then be given to the nature and circumstances of the matter and whether this may have an impact on the member of staff's employment.

11. Dress code

Willow Grove is a professional learning environment. Staff will dress in a professional, appropriate manner.

- ✓ Staff lanyard and ID badge should be worn at all times whilst on school premises or attending school related activities.
- ✓ Clothing should be in a clean and smart condition, including footwear.
- ✓ Outfits will not be overly revealing, for example, short skirts, spaghetti strap tops, see-through leggings. Shorts must be no shorter than mid-thigh. Midriffs must not be shown. Underwear should not be visible.
- ✓ Clothes will not display any offensive or political slogans.
- ✓ Avoid wearing neck ties or scarves to avoid the risk of choking.
- ✓ High heels should be avoided.
- ✓ Piercings and jewellery are worn at your own risk. School will not be liable for injury or loss as a result of wearing jewellery.
- ✓ Tattoos of an offensive or political nature must be covered up.
- ✓ Nail extensions/enhancements should be kept to a sensible length to avoid scratching and are worn at your own risk.

12. Conduct outside of work

Staff will not act in a way that would bring the school, or the teaching profession, into disrepute. This covers conduct including but not limited to relevant criminal offences, such as violence or sexual misconduct, as well as negative comments about the school on social media, any conduct of this nature could lead to disciplinary action.

13. Monitoring arrangements

This code of conduct will be reviewed annually but can be revised as needed. It will be approved by the Headteacher and governing board.

Our governing board will ensure this code of conduct is implemented effectively and will ensure appropriate action is taken in a timely manner to safeguard children and deal with any concerns.

14. Links with other policies

This policy links with our policies on:

- Staff disciplinary procedures, which will be used if staff breach this code of conduct. It also sets out examples of what we will deem misconduct and gross misconduct.
- Staff grievance procedures.
- Child protection and safeguarding Policy.
- Positive Behaviour/Relationships Policy.
- Online safety Policy.
- Whistle-blowing.
- DoJo Policy.

- Safer Handling Policy.
- Compliments and Complaints Policy.

All the above policies can be viewed via our school website, alternatively, you can request a paper copy by emailing enquiries@admin.willowgrove.wigan.sch.uk

Safeguarding

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff, pupils, parents/carers, visitors, and volunteers to share this commitment. A safer setting starts with safe individuals.

You can find further information regarding the provision at Willow Grove Primary School on our school website under the "Policies" tab.

Next review due by: Summer term 2026

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