



Reach For The Stars

# Staff Code of Conduct Policy

### Our Motto

Reach For The Stars

### Our Vision Statement

Our vision is to develop an inclusive school, which promotes and achieves excellence, and continues to nurture the values, confidence and skills of pupils, staff and the community, in order to meet the emerging opportunities of the 21st century.

Our vision and values support **Articles 2, 12, 15, 19, 24, 27, 28, 29, 31** of the UN Convention on the Rights of a Child.

### Our Rights

- ★ **Article 19:** We have the right to be safe.
- ★ **Article 28:** We have the right to quality education.
- ★ **Article 12:** We have the right to give our opinion and listen to others.
- ★ **Article 15/31:** We have the right to join in and be part of a team.
- ★ **Article 29:** We have the right to develop our personalities, talents and abilities.

### Our Values

★ **Striving** **Teamwork** **All Included** **Responsibility** **Success** ★

- ★ **Striving:** Our aim is that we are a school that:
  - uses our **Growth Mind-set** (learning from mistakes and always willing to have a go)
  - never gives up and always find ways of improving
  - enjoys challenges and aims high
- ★ **Teamwork:** Our aim is that we are a school that:
  - encourages and supports each other to be the best we can be
  - learns from each other
  - listens to and respects each other's ideas
- ★ **All Included:** Our aim is that we are a school that:
  - has high expectations of everyone
  - encourages everyone to take an active part in learning and life of our school
  - nurtures and celebrates what makes each and every one of us unique
- ★ **Responsibility:** Our aim is that we are a school that:
  - takes ownership of the choices we make
  - takes ownership/charge of our own learning
  - looks after each other and our school
- ★ **Success:** Our aim is that we are a school that:

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

- provides an education that encompasses academic, creative, social, emotional, physical and cultural development
- celebrates our efforts and achievements

### **Equal Opportunities and the Single Equality Scheme**

We believe that all those who work in Osmani - children and adults - have the right to be treated fairly and with respect by everyone connected with the school.

We aim for Osmani to be a safe, supportive place, where all children and adults feel valued as individuals, whatever their ability, age, disability, gender identity, marriage or civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation.

The school aims to foster the social and personal skills of cooperation, sharing and mutual respect.

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

## Contents

|                                          |           |
|------------------------------------------|-----------|
| <b>1. Aims, scope and principles</b>     | <b>5</b>  |
| <b>2. Legislation and guidance</b>       | <b>5</b>  |
| <b>3. General obligations</b>            | <b>5</b>  |
| <b>4. Safeguarding</b>                   | <b>6</b>  |
| <b>5. Sexual Harassment</b>              |           |
| <b>6. Staff-pupil relationships</b>      | <b>8</b>  |
| <b>7. Communication and social media</b> | <b>8</b>  |
| <b>8. Acceptable use of technology</b>   | <b>8</b>  |
| <b>9. Confidentiality</b>                | <b>9</b>  |
| <b>10. Honesty and integrity</b>         | <b>8</b>  |
| <b>11. Dress code</b>                    | <b>9</b>  |
| <b>12. Conduct outside of work</b>       | <b>10</b> |
| <b>13. Monitoring arrangements</b>       | <b>10</b> |
| <b>14. Links with other policies</b>     | <b>10</b> |

---

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

## 1. Aims, scope and principles

This policy aims to set and maintain standards of conduct that we expect all staff to follow. **THIS POLICY MUST BE READ ALONGSIDE TOWER HAMLETS CODE OF CONDUCT POLICY.**

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](#) and Tower Hamlets Code of Conduct policy.

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 and Tower Hamlets Code of Conduct policy.

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

## 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 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 they must act within
- Adhere to the Teachers' Standards and the Tower Hamlets Schools Code of Conduct.

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

## Expected Professional Standards

All staff, governors and volunteers as appropriate to the role and/or job description of the individual, must:

- adhere to and espouse the school's values and ethos.
- place the well-being and learning of pupils at the centre of their professional practice.
- have high expectations for all pupils, be committed to addressing underachievement, and work to help pupils progress regardless of their background and personal circumstances.
- treat pupils fairly and with respect, take their knowledge, views, opinions and feelings seriously, and value diversity and individuality.
- model the characteristics they are trying to inspire in pupils, including enthusiasm for learning, a spirit of enquiry, honesty, tolerance, social responsibility, patience, and a genuine concern for other people.
- respond sensitively to the differences in the home backgrounds and circumstances of pupils, recognising the key role that parents and carers play in pupils' education.
- seek to work in partnership with parents and carers, respecting their views and promoting understanding and co-operation to support the young person's learning and well-being in and out of school.
- reflect on their own practice, develop their skills, knowledge and expertise, and adapt appropriately to learn with and from colleagues.
- the same professional standards should always be applied regardless of culture, disability, gender, language, racial origin, religious belief and/or sexual identity.

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

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

## 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.

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

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 available: <https://www.osmani.towerhamlets.sch.uk/viewer?url=/files/policies/2021-2022/2021-W-Safeguarding%20and%20Child%20Protection%20Policy.pdf>

New staff will also be given copies on arrival.

#### 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 teacher, volunteer or contractor, has:

- Behaved in a way that has harmed a child, or may have harmed a child, and/or
- Possibly committed a criminal offence against or related to a child, and/or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children, and/or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children – this includes behaviour taking place inside or outside of school

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

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

#### 4.2 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 our child protection and safeguarding policy. We also encourage staff to self-refer if they find themselves in a

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

situation that could be misinterpreted. If staff are not sure whether behaviour would be deemed a low-level concern, we encourage staff to report it.

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

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

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

Reporting and responding to low-level concerns is covered in more detail in our child protection and safeguarding policy. This is available

<https://www.osmani.towerhamlets.sch.uk/viewer?url=/files/policies/2021-2022/2021-W-Safeguarding%20and%20Child%20Protection%20Policy.pdf>

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” to report. Examples linked to safeguarding include:

- Pupils’ or staff’s 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.

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. 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].

Concerns should be made in writing wherever possible. They should include names of those committing wrongdoing, dates, places and as much evidence and context as possible. Staff raising a concern should also include details of any personal interest in the matter.

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

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

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

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

If a staff member is concerned at any point about incidents of sexual harassment (either directed at them or someone else), they should report their concern to the headteacher or DSL. 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 reasonably assume they are not doing so.

If staff members and pupils must spend time on a one-to-one basis, staff will ensure that:

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

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

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

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

While we are aware many pupils and their parents may wish to give gifts to staff, for example, at the end of the school year, gifts from staff to pupils are not acceptable.

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

*Under section 16 of The Sexual Offences Act 2003, which provides that it is an offence for a person aged 18 or over (e.g. teacher, youth worker) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual. 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 as the child, even if they do not teach the child."*

## 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 via social media, or any other means outside school, in order to develop any sort of relationship. They will not make any efforts to find pupils' or parents' social media profiles.

Staff will ensure that they do not post any images online that identify children who are pupils at the school without their consent.

Staff should be aware of the school's online safety policy

<https://www.osmani.towerhamlets.sch.uk/viewer?url=/files/policies/2021-2022/2021-W-ICT%20Security%20and%20Staff%20Acceptable%20Use%20Policy.pdf>

## 8. Acceptable use of technology

Staff will not use technology in 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. They will also not use personal mobile phones or cameras to take pictures of pupils.

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

<https://www.osmani.towerhamlets.sch.uk/viewer?url=/files/policies/2021-2022/2021-W-ICT%20Security%20and%20Staff%20Acceptable%20Use%20Policy.pdf>

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

## 9. Confidentiality

In the course of their role, members of staff are often privy to sensitive and confidential information about the school, staff, pupils and their parents.

This information should never be:

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

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

## 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 £25 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 such as soon as reasonably practicable. Consideration will then be given to the nature and circumstances of the matter and whether this may have an impact on the member of staff's employment.

- When there are issues around conduct and performance, the school expects staff to be open and honest.

## 11. Dress code

### Osmani Presentation and Dress Code (No Boobs, Bellies or Bums showing)

To check if you are attending work presenting appropriately, ask yourself the question: ***Will I be comfortable attending a professional work interview, looking the way I'm looking for wearing what I want to wear to work at Osmani?***

- Staff must not be unkempt

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

- Staff will dress in a professional, appropriate manner.
- Observe a good standard of personal hygiene e.g body odour is kept under control
- Ensure body art is discrete
- Hair: no bold patterns e.g mohicans and hair dye must not be non natural colours e.g green, blue, purple etc
- Smart casual or formal wear
- Safe, sensible and appropriate shoes for the task being undertaken
- Tops that give adequate coverage i.e no spaghetti straps, vest top, boob tube, off the shoulder top or belly tops.
- Casual but smart trousers (No shorts, lounge trousers, jogging bottoms(except during a PE lesson)
- Dark jeans and leggings may be worn, however, a top should cover the bottom area when a pair of leggings is worn.
- Ripped or faded jeans, strappy, cropped/belly tops, hipsters or 'low slung' trousers do not project the professional image required at Osmani.
- Dress or skirt should be of appropriate length i.e not too short or too long for you to have to hold up when climbing the stairs-this is a trip hazard.
- Avoid clothing that can be deemed offensive, revealing or sexually provocative
- Avoid clothing with huge logos and writing, including offensive, contentious, discriminatory or political slogans.
- ID badges must be worn at all times in school.

## 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.

## 13. Monitoring arrangements

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

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027

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:

Tower Hamlets Code of Conduct

- Staff disciplinary procedures, which will be used if staff breach this code of conduct. It also sets out examples of what we will deem as misconduct and gross misconduct
- Staff grievance procedures
- Child protection and safeguarding
- Gifts and hospitality
- Online safety
- Whistle-blowing
- ICT Security and Acceptable Use

**Last Review Date:** Summer 2026

**Next Review Date:** Summer 2027