

# Staff Code of Conduct

January 2026



## Rationale

This Code of Conduct is designed to give clear guidance on the standards of behaviour all staff are expected to observe. It is not exhaustive in defining acceptable and unacceptable standards of conduct and in circumstances where guidance does not exist individuals are expected to use their professional judgement and act in the best interests of the Alternative Learning and Education Centre and its pupils.

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

## Scope

This Code applies to all those working in all RedEverywhere projects whatever their position, roles or responsibilities and includes:

- All members of staff (teaching and support staff)
- Non Executive Directors
- Volunteers
- Temporary and supply staff, either from agencies or engaged directly by the RedEverywhere
- Students on placement
- Those undertaking work experience

References to 'staff' throughout the Code of Conduct refer to all of the above groups.

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## Expectations

Staff are expected to demonstrate the highest possible standards of personal and professional conduct and each employee has an individual responsibility to maintain their reputation and the reputation of RedEverywhere whether inside or outside working hours. Staff must have regard for the ethos and values of the organisation as well as its policies and procedures and act in accordance with these at all times.

Staff should have a positive attitude, manner and appearance and work both efficiently and safely within the requirements of their contract.

Staff are expected to treat each other, pupils, parents and the wider RedEverywhere community with dignity and respect at all times.

Staff must act in accordance with their duty of care to pupils and ensure that the safety and welfare of the children and young people at our learning sites are afforded the highest priority.

Teachers are expected to uphold, their wider responsibilities as set out in the Teachers' Standards 2012, including an understanding of and acting within the statutory frameworks which set out their professional duties and responsibilities (see Appendix 1)

## Confidentiality and Information Disclosure

Staff are expected to have an awareness and high regard for the confidential, sensitive and important nature of their role and to be mindful of this at all times including during formal and informal discussions with parents, other members of staff, children and the wider community. Particular attention should be paid in public areas of the such as corridors, the care park and the staff kitchen .

Confidential information about pupils, parents/carers and colleagues must not be disclosed to any person not authorised to receive it and should only be shared on a 'need to know' basis.

Confidential information must be stored securely and must not be held off the site other than on security protected equipment.

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## Use of IT Including Social Media Disclosure

Staff must not use social networking sites to post material which damages RedEverywhere reputation or of which causes concern about their suitability to work with children and young people. Those who post material which could be considered as inappropriate could render themselves vulnerable to criticism or allegations of misconduct or disciplinary action.

When using social networking sites staff must take care to protect their privacy and protect themselves from risk of allegations in relation to inappropriate relationships.

Staff must not develop or maintain online relationships with parents or pupils through social networking sites, instant messaging or other media, whether this is through RedEverywhere or personal IT facilities.

Staff must only use their RedEverywhere email account when communicating electronically for work purposes. Staff must not give their personal details such as home/mobile phone number, home e-mail address to parents or pupils.

Staff should not use personal phones and cameras to photograph pupils.

Under no circumstances should adults access inappropriate images. Deliberately accessing pornography on RedEverywhere equipment will be treated as gross misconduct and may be considered a criminal offence. Accessing indecent images of children on the internet, and making, storing or disseminating such material, is illegal and is likely to lead to criminal prosecution and may result in barring from work with children and young people. RedEverywhere has a separate policy on the acceptable use of the internet, electronic communication and security. Please refer to this document for further information and guidance.

## Professional Relationships

### With Pupils

All pupils have a right to be treated with respect and dignity. When speaking to pupils, we should always consider how we would expect to be spoken to ourselves. Staff must not use any form of degrading treatment to punish or undermine a pupil. The use of sarcasm, demeaning or insensitive comments or shouting aggressively is not acceptable in any situation.

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## With other members of Staff

Staff are expected to act in a professional manner towards colleagues, irrespective of their relative position or status within RedEverywhere This means:

- Speaking politely to one another
- Being approachable, friendly and welcoming to other adults in provision – both staff members and visitors
- Being flexible and understanding of unexpected changes within the day;
- Communicating clearly and honestly
- Addressing concerns openly and honestly with the person to whom the concern is addressed, whenever possible, without publicly criticising anyone
- Never publicly undermining a colleague
- Taking responsibility for our actions and being prepared to apologise when we have made mistakes
- Not deliberately discriminating or ostracising certain members of staff
- Avoiding the establishment of ‘cliques’ within the staff.

## Dress and Appearance

An individual’s dress and appearance is a matter of personal choice; however, staff should ensure that they dress appropriately for a learning environment and for the role they undertake, as well as setting a good example to both pupils and visitors.

Any outfit worn should be smart and one that is based on safety, comfort and practicality.

Whilst it is not possible to list every possible clothing option here, it is expected that staff will dress in a way that reflects a professional appearance. The wearing of items such as sports clothing, football team clothing or items that could be deemed by others as too revealing such as short skirts, low cut tops, shorts etc should be avoided.

Staff should have particular regard to the health and safety risks involved with certain lessons and the need to dress appropriately and safely when undertaking these activities, such as wearing appropriate footwear, removing jewellery etc. RedEverywhere is committed to promoting diversity and will therefore respect individual preference in terms of customs, culture, religion and tradition.

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## Gifts

All Staff need to take care that they do not accept any gift that might be construed by others as a bribe or lead the giver to expect preferential treatment. There are occasions when pupils or parents wish to pass small tokens of appreciation to staff e.g. at Christmas or as a thank-you and this is acceptable. However, it is unacceptable to receive gifts on a regular basis or of any significant value.

Personal gifts must not be given to pupils. This could be misinterpreted as a gesture either to bribe, or single out the young person. It might be perceived that a 'favour' of some kind is expected in return. Any reward given to a pupil should be consistent with RedEverywhere policy, recorded, and not based on favouritism.

## Conduct Outside Work

As an employee, staff must not put themselves in a position where duty and private interests conflict and must not make use of their employment to further private interests. Staff must not engage in conduct outside work which could seriously damage the reputation and standing of RedEverywhere or the employee's own reputation or the reputation of other members of the wider team. Any such conduct could lead to disciplinary action.

In particular, criminal offences that involve violence or possession or use of illegal drugs or sexual misconduct are likely to be regarded as unacceptable and could lead to dismissal.

## Further Information

This Code of Conduct cannot cover every eventuality. Its purpose is to alert staff to some of the matters about which queries are received. It does not replace the general requirements of the law, common sense and good conduct.

If staff are uncertain about what to do in a particular situation or require further information or guidance on the appropriate course of action to take in any situation, they must seek advice from the Director of Teaching and Learning before taking any action.

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## Disciplinary Action

All staff need to recognise that failure to meet these standards of behaviour and conduct may result in disciplinary action, including dismissal.

**Next Review Date: *1<sup>st</sup> January 2026***

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# Appendix One: All Staff and Teachers Standards

## Part Two: Personal and Professional Conduct

All Staff including teachers are expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

All Staff including teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside learning environment, by:

- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the provision in which they teach and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks, which set out their professional duties and responsibilities.

I confirm that I have read and understood the Staff Code of Conduct for **RedEverywhere** and agree to abide by its contents.

Signed:

Date:

Capacity Involved with RedEverywhere :