



Staff Code of Conduct

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1. Principles

1.1. This Code of Conduct reflects The Fowler Academy's values of:

- Student-centred: Placing student safety, learning and wellbeing at the heart of our work.
- Integrity: Acting with honesty, fairness, and professionalism.
- Respect: Valuing diversity and treating all individuals with dignity.
- Excellence: Striving for the highest standards in education and care.

1.2. The purpose of this Code is to set out clear expectations for staff behaviour, safeguarding, and professional boundaries. It applies to all staff, contractors, volunteers, agency workers, and governors engaged with The Fowler Academy.

1.3. Safeguarding is paramount. The Fowler Academy is committed to compliance with Keeping Children Safe in Education (KCSIE), the Education Act 2002, and the Working Together to Safeguard Children (2018) statutory guidance.

1.4. Staff are in a position of trust and must maintain the highest professional standards when working with young people aged 16–19, including those under 18 or classed as vulnerable adults.

2. Professional Boundaries

2.1. All staff must:

- Maintain clear professional relationships with students at all times.
- Never enter into any intimate or inappropriate relationship with a student, regardless of age.
- Avoid any behaviour that could reasonably be perceived as grooming, favouritism, or a breach of trust.

2.2. Examples of inappropriate boundaries include:

- Communicating with students via personal phones, personal emails, or social media.
- Giving or accepting personal gifts outside normal recognition practices.

- Meeting students alone off-site or outside normal working hours without prior authorisation.
- Engaging in 'banter', suggestive jokes, or comments about appearance.
- Using nicknames or terms of endearment that undermine professional status.
- Allowing unnecessary physical contact or invasion of personal space.

2.3. Duty of Care: Staff must safeguard students by reporting any concerns immediately to the Designated Safeguarding Lead (DSL) or deputy, in line with The Fowler Academy Safeguarding Policy.

3. Safeguarding and Child Protection

3.1. All staff must:

- Be familiar with and follow the Safeguarding and Child Protection Policy.
- Complete statutory safeguarding training and refreshers.
- Report all concerns (including low-level concerns about colleagues) promptly to the DSL.
- Understand that confidentiality cannot be promised if a safeguarding concern is raised.

3.2. Examples requiring immediate escalation include:

- Suspicions of abuse, neglect, or exploitation.
- Concerns about radicalisation (Prevent duty).
- Allegations against staff (to be reported in line with the 'Allegations Against Staff' procedure and the Local Authority Designated Officer (LADO) where relevant).

4. Respect and Inclusion

4.1. Staff must:

- Treat all students and colleagues with dignity and respect.
- Avoid any form of bullying, harassment, or discriminatory behaviour.
- Uphold the Equality Act 2010, ensuring fairness regardless of protected characteristics.

5. Communication and Use of Technology

5.1. Communication with students should only occur through official academy systems (e.g. academy email, Microsoft Teams, learning platforms).

5.2. Staff must not:

- Share personal contact details with students.
- Accept students as 'friends' or 'followers' on personal social media.
- Post images or information about students online without written consent and senior approval.

5.3. Professional tone and language must be used in all forms of communication.

6. Dress Code

6.1. Staff are expected to dress in Fowler Academy uniform or professional business casual attire appropriate to their role, modelling high standards for students.

6.2. Clothing must be safe, modest, and not display offensive language, logos, or imagery. ID badges must be worn visibly at all times.

7. Conflicts of Interest and Relationships

7.1. Staff must declare to HR and the DSL any pre-existing personal relationship with a student or potential conflict of interest.

7.2. Staff must not use their position to give undue advantage to family, friends, or associates.

8. Drugs, Alcohol, and Behaviour

8.1. Staff must not attend work under the influence of drugs or alcohol.

8.2. Smoking, vaping, or the use of prohibited substances on site is not permitted.

9. College Property

9.1. Staff must use academy property responsibly, ensuring resources, data, and intellectual property are protected and not used for personal gain.

9.2. All ICT use must comply with the IT Policy.

10. Low-Level Concerns

10.1. The Fowler Academy adopts the KCSIE framework on managing low-level concerns.

10.2. Staff should report any behaviour by colleagues that does not meet expected standards — even if not immediately harmful — to the DSL or Principal.

11. Consequences of Breach

11.1. Breaches of this Code may constitute misconduct or gross misconduct, leading to disciplinary action up to and including dismissal.

11.2. Where safeguarding is compromised, a referral may be made to the Disclosure and Barring Service (DBS) and/or the Teaching Regulation Agency (TRA).

12. Related Policies

- Safeguarding and Child Protection Policy
- Whistleblowing Policy
- IT Policy
- Equality, Diversity & Inclusion Policy
- Staff Handbook
- Data Protection Policy