Code of Safe Conduct

North Heath is committed to the safeguarding of all pupils. For that reason, it is important that all staff and volunteers working or helping at North Heath abide by the same expectations.

It is essential that we acknowledge that the vast majority of staff and volunteers behave appropriately whilst working with our pupils. However, it is important to remember that the expected conduct of adults working in or for a school is sometimes different to that which applies whilst caring for our own children.

Conduct is also governed by certain laws and government guidance (e.g. smacking children). Furthermore, staff and volunteers sometimes express uncertainty as to what is and is not acceptable and ask for guidance regarding those behaviours which, whilst most probably innocent, may be considered illegal, improper or could be misconstrued by another person.

The following, therefore, gives a guide to appropriate conduct whilst working in or on behalf of the school (e.g. residential visits, out of school activities). Adherence to this code will ensure that **both children and adults are safe**, including protection from the possibility of allegations being made against them.

You must:

- adhere to the schools Child Protection, Behaviour, Physical Intervention, Photography and Video, Health and Safety and Intimate Care Policies
- avoid situations where you are, or could be, alone with pupil/s, particularly areas such as toilets that are perceived as safe spaces for pupils' private use
- dress appropriately for a busy, active, child-centred work environment
- behave in a mature, respectful, safe, fair and considered manner
- provide a good example and a 'positive role model' to pupils
- not behave in a way that could lead a reasonable observer to question your conduct, intentions or suitability to care for other people's children
- observe people's rights to confidentiality (unless you need to report something to the headteacher e.g. child protection concerns)
- not touch children in a manner which is gratuitous or would be considered sexual, threatening or intimidating
- treat all children equally, never build 'special' relationships with individual children or confer favour on particular children
- not discriminate favourably or unfavourably towards any child
- not make arrangements to contact, communicate or meet children outside of your work, unless there are special circumstances agreed with by the Headteacher
- not develop 'personal' relationships with children
- not push, hit, kick, punch, slap, throw missiles at or smack a child or threaten to do so
- not be sarcastic, make remarks or 'jokes' to children of a personal, sexual, racist, discriminatory, intimidating or otherwise offensive nature
- not embarrass or humiliate children
- not give or receive (other than 'token') gifts unless arranged through school e.g. donating outgrown PE Kit, football boots, uniform

- not allow, encourage or condone children to act in an illegal, improper or unsafe manner e.g. smoking, climbing fences, use equipment unsupervised
- not behave in an illegal or unsafe manner e.g. exceed the speed limit, be under the influence of drugs or alcohol, drive a vehicle which is unroadworthy or otherwise unsafe or not properly insured, use a mobile phone, fail to use seat belts or drive safely whilst transporting children (this will only be enabled through specific parental consent)
- never undertake any work with children when you are not in a fit and proper state to do so e.g. under the influence of medication which induces drowsiness, have a medical condition which dictates that you should not be caring for children
- **turn off and do not use a mobile 'phone within school as you may be in view of pupils**
- **avoid posting comments on social media about school and its staff**
- **report any defects with any equipment to the office**
- **be aware of North Heath risk assessments kept in the staff room**

Report to the headteacher:

- any concerns you have linked to Safeguarding and Child Protection
- any behaviour or situation which may give rise to complaint, misunderstanding or misinterpretation.
- any difficulties you experience e.g. coping with an unruly child, situations you anticipate you may not be sufficiently qualified, trained or skilled to deal with or handle well.
- any behaviours of another person working for the school, which gives you, cause for concern. (You will be protected by our 'whistle blowing policy' in these circumstances).
- any extremist behaviour/language or views

I _____ (full name printed) have read the school's information for volunteers and agree to abide by the Code of Safe Conduct therein.

Signed: _____ Date: 2025 – 2026

Many thanks for your support of the school and its arrangements for the safety and care of children and adults in our school community.

Nicola Chesshire

N Chesshire
Interim Headteacher

NORTH HEATH C.P. SCHOOL IS FULLY COMMITTED TO SAFEGUARDING AND PROTECTING THE WELFARE OF CHILDREN AND EXPECTS ALL STAFF, VISITORS AND VOLUNTEERS TO COMMIT TO THIS