

HIDELOW GRANGE SCHOOL

Acton Beauchamp, Herefordshire

Staff Code of Conduct

2025–2026

| Policy details | |
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| Policy author | Benjamin Neasom, Headteacher |
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CareTech's children's education services provide a safe and stimulating learning environment in which young people are always offered a fresh start, and empowered to achieve and fulfil their unique potential.

Rationale

Hidelow Grange School seeks to provide a safe and supportive environment which secures the well-being and very best outcomes for pupils in our care.

This document should clarify what is expected in terms of professional behaviour. It gives clear advice about what constitutes illegal behaviour and what might be considered misconduct. It also describes safe practice and which behaviours should be avoided.

If a member of staff does not follow this Code of Conduct this may lead to disciplinary procedures.

There may be times when professional judgements are made in situations not covered by this document, or which directly contravene the guidance given by an employer. It is expected that in these circumstances staff will always advise their senior colleagues of their justification for any such action already taken or proposed.

Core Principles

- The welfare of pupils is paramount.
- Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.
- Staff should work, and be seen to work, in an open and transparent way.
- Staff should discuss and/or take advice promptly from their line manager or another senior member of staff over any incident which may give rise to concern.
- Records should be made of any such incident and of decisions made and further actions agreed.
- Staff should apply the same professional standards in keeping with the school's Equality Policy.
- All staff should know the name of the Designated Safeguarding Lead for the school (Benjamin Howarth, Headteacher), be familiar with child protection arrangements and understand their responsibilities to safeguard and protect pupils.
- Staff should be aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.

1. Introduction

This guidance has been produced to help all staff establish the safest possible learning and working environments. The aims are to safeguard young people and reduce the risk of staff being falsely accused of improper or unprofessional conduct.

2. Duty of Care

Teachers and other staff are accountable for the way in which they exercise authority, manage risk, use resources, and protect pupils from discrimination and avoidable harm.

All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical and emotional harm. This duty is in part exercised through the development of respectful, caring and professional relationships between staff and pupils, and behaviour by staff that demonstrates integrity, maturity and good judgement.

There are legitimate high expectations about the nature of the professional involvement of staff in the lives of pupils. When individuals accept a role that involves working with children and young people, they need to understand and acknowledge the responsibilities and trust inherent in that role.

Employers have a duty of care towards their employees which requires them to provide a safe working environment for staff and guidance about safe working practices.

This means that these guidelines:

- *apply to all adults working in education settings whatever their position, role or responsibilities.*

This means that staff should:

- *understand the responsibilities which are part of their employment or role, and be aware that sanctions will be applied if these provisions are breached*
- *always act, and be seen to act, in the child's best interests*
- *avoid any conduct which would lead any reasonable person to question their motivation and intentions*
- *take responsibility for their own actions and behaviour*

This means that Hidelow Grange School will:

- *ensure that safeguarding procedures are in place and reviewed*
- *ensure that systems are in place for concerns to be raised*
- *ensure that adults are not placed in situations which render them particularly vulnerable*

3. Exercise of Professional Judgement

This guidance cannot provide a complete checklist of what is, or is not, appropriate behaviour for staff. It does highlight, however, behaviour that is illegal, inappropriate or inadvisable. There will be occasions and circumstances in which staff have to make decisions or take action in the best interests of pupils which could contravene this guidance or where no guidance exists. Individuals are expected to make judgements about their behaviour in order to secure the best interests and welfare of the children in their charge and, in so doing, will be seen to be acting reasonably.

4. Power and Positions of Trust

All adults working with pupils in education settings are in positions of trust in relation to the young people in their care. A relationship between a member of staff and a pupil cannot be a relationship between equals. There is potential for exploitation and harm of vulnerable young people; staff have a responsibility to ensure that an unequal balance of power is not used for personal advantage or gratification.

Staff should always maintain appropriate professionalism and, wherever possible, they should avoid behaviour which might be misinterpreted by others, and report and record any incident with this potential.

Where a person aged 18 or over is in a position of trust with a child under 18, it is an offence for that person to engage in sexual activity with or in the presence of that child, or to cause or incite that child to engage in or watch sexual activity. Where a person aged 18 or over is in a position of trust established with a person who has only recently left the school, any attempt to engage in sexual activity with that person will be a cause for concern and will be treated as a breach of trust established in that prior relationship.

This means that where no specific guidance exists staff should:

- *discuss the circumstances that informed their action, or their proposed action, with a senior colleague. This will help to ensure that the safest practices are employed and reduce the risk of actions being misinterpreted*
- *always discuss any misunderstanding, accidents or threats with a senior leader*
- *where their professional judgement may be called into doubt, record discussions and actions taken with their justifications*

This means that staff should not:

- *use their position to gain access to information for their own advantage and/or a pupil's or family's detriment*
- *use their power to intimidate, threaten, coerce or undermine pupils*
- *use their status and standing to form or promote a relationship with a pupil which is of a sexual nature*
- *attempt to initiate a relationship with a recent ex-pupil which is of a sexual nature*

5. Confidentiality

Members of staff may have access to confidential information about pupils in order to undertake their everyday responsibilities. In some circumstances staff may be given additional highly sensitive or private information. They should never use confidential or personal information about a pupil or their family for their own, or others', advantage. Information must never be used to intimidate, humiliate or embarrass a pupil.

Confidential information about pupils should never be used casually in conversation or shared with any person other than on a need-to-know basis. In circumstances where the pupil's identity does not need to be disclosed, the information should be used anonymously.

There are some circumstances in which a member of staff may be expected to share information about a pupil, for example when abuse is alleged or suspected. In such cases, individuals have a duty to pass information on without delay, but only to those with designated child protection responsibilities.

If a member of staff is in any doubt about whether to share information or keep it confidential they should seek guidance from a senior member of staff. Any media or legal enquiries should be passed to senior leadership.

Adults need to be aware that although it is important to listen to and support pupils, they must not promise confidentiality or request pupils to do the same under any circumstances.

Additionally, concerns and allegations about adults should be treated as confidential and passed to a senior leader without delay.

This means that staff:

- *are expected to treat information they receive about pupils in a discreet and confidential manner*
- *if in any doubt about sharing information they hold or which has been requested of them, should seek advice from a senior member of staff*
- *need to be cautious when passing information to others about a pupil*
- *need to know to whom any concerns or allegations should be reported*

6. Propriety and Behaviour

All staff have a responsibility to maintain public confidence in their ability to safeguard the welfare and best interests of pupils. They should adopt high standards of personal conduct in order to maintain the confidence and respect of their peers, pupils and the public in general.

An individual's behaviour, either in or out of the workplace, should not compromise their position within the work setting; it is important to exercise due care and attention when outside of the school environment.

Membership of organisations whose goals are in conflict with the values and equality policies of the school is not acceptable.

This means that staff should not:

- *behave in a manner which would lead any reasonable person to question their suitability to work with pupils or act as a role model*
- *drink alcohol with current pupils in public or private places, nor purchase alcohol for pupils*
- *drink alcohol when supervising pupils or on school trips. This applies even when there are no pupils present, as the member of staff may be called to act if an emergency occurs*
- *make inappropriate remarks to a pupil (including via email, text messages, phone or letter)*
- *discuss their own sexual relationships with or in the presence of pupils*
- *discuss a pupil's sexual relationships in inappropriate settings or contexts*
- *make, or encourage others to make, unprofessional personal comments in any form of communication (email, conversations or social networking comments)*

Staff must:

- *be aware that their behaviour in their personal lives may impact upon their work with pupils*

7. Dress and Appearance

Staff should consider the manner of dress and appearance appropriate to their professional role. We require pupils to be smart in their uniform. Smart and professional appearance is expected at all times for staff. Staff should ensure they are dressed decently, safely and appropriately for the tasks they undertake.

Those who dress or appear in a manner which could be considered as inappropriate (which might include tattoos or piercings) could render themselves vulnerable to criticism or allegation. Appropriate personal presentation is expected of staff.

Jewellery should not be ostentatious; a maximum of two pairs of plain small stud or fine sleeper earrings will be acceptable.

This means that staff should ensure their appearance and clothing:

- *promotes a positive and professional image, including ensuring that for male staff facial hair is either well shaved or trimmed and neat*
- *is appropriate to their role*
- *is not likely to be viewed as offensive, revealing or sexually provocative*
- *does not distract, cause embarrassment or give rise to misunderstanding*
- *is absent of any political or otherwise contentious slogans*

8. Gifts

Staff should be aware of the school's policy regarding arrangements for the declaration of gifts received and given.

Staff need to take care that they do not accept any gift that might be construed as a bribe by others, or lead the giver to expect preferential treatment.

There are occasions when pupils or people with parental responsibility wish to pass small tokens of appreciation to staff, for example 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. Any member of staff concerned about whether they or their colleagues may be at risk of giving or receiving a bribe (financial or otherwise) should contact the Headteacher. Any member of staff receiving gifts or entertainment valued at more than £50 must disclose this.

Members of staff may not give personal gifts to pupils. It is acceptable for staff to offer prizes of small value in certain tasks or competitions.

This means that staff should:

- *ensure that gifts received or given in situations which may be misconstrued are declared*
- *ensure that gifts of significant value are declared*
- *generally, only give gifts to an individual young person as part of an agreed reward system*
- *where giving gifts other than as above, ensure that these are of insignificant value and given to all pupils equally*

9. Infatuations

Staff need to be aware that it is not uncommon for pupils to be strongly attracted to a member of staff and/or develop an infatuation. Staff should be aware that such circumstances always carry a high risk of words or actions being misinterpreted and of allegations being made against staff.

A member of staff who becomes aware that a pupil may be infatuated with them or with a colleague should discuss this at the earliest opportunity with the Headteacher so that appropriate action can be taken. In this way, steps can be taken to avoid hurt, misunderstandings and distress for all concerned.

At Hidelow Grange School, where our pupils include those who have displayed Harmful Sexual Behaviour (HSB), infatuations and boundary-testing behaviours are a known feature of the pupil group and are not a reflection of personal failings on the part of staff. Staff are encouraged to bring any concern promptly to the Headteacher or DSL without embarrassment. Early reporting protects both the pupil and the member of staff.

This means that staff should:

- *report to the DSL any indications (verbal, written or physical) that suggest a pupil may be infatuated with a member of staff*
- *be mindful if alone in a room with a pupil. Leave the door open where possible. Call for another adult to be nearby and aware if no other staff are close by*

10. Personal Living Space

No pupil should be in, or invited into, the home of an adult who works with them, unless the reason for this has been firmly established and agreed with people with parental responsibility and senior leaders, or the home has been designated by the organisation or regulatory body as a workplace (for example a care home).

This means that staff should:

- *be vigilant in maintaining their privacy and mindful of the need to avoid placing themselves in vulnerable situations*
- *be mindful of the need to maintain professional boundaries at all times*

11. Communication with Pupils (including the use of technology)

Communication between pupils and adults, by whatever method, should take place within clear and explicit professional boundaries. This includes the wider use of technology such as mobile phones, text messaging, emails, digital cameras, videos, webcams, websites, social networking sites, online gaming and blogs. Adults should not share any personal information with a pupil. They should not request, or respond to, any personal information from a pupil, other than that which might be appropriate as part of their professional role. Adults should ensure that all communications are transparent and open to scrutiny.

Adults should also be circumspect in their communications with pupils so as to avoid any possible misinterpretation of their motives or any behaviour which could be construed as grooming. They should not give their personal contact details to pupils including email addresses, home or mobile telephone numbers, unless the need to do so is agreed with senior leadership and people with parental responsibility. Email or text communications between an adult and a pupil outside agreed protocols may lead to disciplinary and/or criminal investigations. This includes communications through internet-based websites such as social networking, instant messaging or gaming.

Communication with ex-pupils who are over 18 is left to staff discretion. Please be conscious of the fact that ex-pupils may be in contact with current pupils.

Be aware that actions that bring the school into disrepute could lead to disciplinary procedures being taken.

This means that staff should:

- *avoid giving out personal contact details to pupils, including their mobile telephone number, unless there are clear professional reasons and with the agreement of their line manager*
- *communicate with pupils in an appropriate and professional manner, making sure that people with parental responsibility have given permission for this form of communication to be used*
- *only make contact with pupils for professional reasons*

- *not use internet or web-based communication channels to send personal messages to a pupil*
- *not have images of pupils taken or stored on personal cameras, devices or home computers*
- *not make images of pupils available on the internet, including through the school network or website, without permission from people with parental responsibility and the Headteacher*
- *be cautious in their contact with ex-pupils, as there is still a professional relationship and there may be contact with current pupils*

12. Social Contact

Staff should not establish or seek to establish social contact with pupils, or their families, for the purpose of securing a friendship or to pursue or strengthen a relationship. Even if a young person seeks to establish social contact, or if this occurs coincidentally, the member of staff should exercise professional judgement in making a response but should always discuss this with a senior leader. Staff must be aware that social contact, in certain situations, could be misconstrued as grooming.

Staff should not give their personal details such as their home or email address, social network sites, gamer tags or web pages to pupils unless the need to do so is agreed with senior leadership. If pupils do become aware of your gamer tag you must change it.

This means that staff should:

- *have no secret social contact with pupils*
- *consider the appropriateness of social contact according to their role and the nature of their work*
- *always approve any planned social contact with senior colleagues, for example when it is part of a reward scheme or pastoral care programme*
- *advise senior leadership of any regular social contact they have with a pupil or parent which may give rise to concern*
- *report and record any situation which they feel might compromise the school or their own professional standing*

13. Social Networking Sites and Online Gaming

Hidelow Grange School staff may use social networking sites for personal use. However, the school requires that the profile and photos of the member of staff are locked down as private so that pupils or people with parental responsibility do not have access to personal data or images.

Staff must deny current or recent pupils access to their profile so as not to place themselves in a vulnerable position. If a pupil does gain access to the profile of a member of staff by fraudulent means (impersonation or hacking), senior management should be informed immediately.

Staff should be aware that they leave themselves open to a charge of professional misconduct if images of a member of staff in a compromising situation are made available on a public profile by anyone.

Where relationships exist between staff and those who are also parents at the school, or personal friends who are parents, social networking is acceptable but caution must be exercised so that professional standards are maintained and staff do not compromise themselves or the school.

This means that staff should:

- *lock down their profile to ensure that data and images are not freely available. Seek advice if you are unsure how to do this*
- *not permit current and recent pupils or people with parental responsibility to have access to your profile*
- *ensure all passwords are kept strong and secure*

- *be aware that images of others should be protected and treated as carefully as you would your own*

14. Physical Contact

There are occasions when it is entirely appropriate and proper for staff to have physical contact with pupils, but it is crucial that they only do so in ways appropriate to their professional role.

A 'no touch' approach is impractical for most staff and may in some circumstances be inappropriate. When physical contact is made with pupils this should be in response to their needs at the time, of limited duration and appropriate. Staff should use their professional judgement at all times about the appropriateness of any physical contact.

Physical contact should never be secretive, or for the gratification of the adult, or represent a misuse of authority. If a member of staff believes that an action could be misinterpreted, the incident and circumstances should be made clear to senior staff.

Physical contact which occurs regularly with an individual pupil is likely to raise questions unless the justification for this is part of a formally agreed plan (for example in relation to pupils with SEND or physical disabilities). Any such contact should be the subject of an agreed and open school policy and subject to review.

This means that staff should:

- *be aware that even well-intentioned physical contact may be misconstrued by the pupil, an observer or by anyone to whom this action is described*
- *never touch a pupil in a way which may be considered indecent*
- *always be prepared to explain actions and accept that all physical contact be open to scrutiny*

This means that Hidelow Grange School should:

- *ensure they have a system in place for recording serious incidents and the means by which information about incidents and outcomes can be easily accessed by senior leadership*
- *provide staff, on a need-to-know basis, with relevant information about vulnerable pupils in their care*

15. Physical Education and Other Activities Requiring Physical Contact

Some staff will on occasions have to initiate physical contact with pupils in order to support a pupil so they can perform a task safely, to demonstrate the use of a particular piece of equipment or assist them with an exercise. This should be done with the pupil's agreement.

Contact under these circumstances should be for the minimum time necessary to complete the activity and take place in an open environment (see section 21, One-to-One Situations). Staff should remain sensitive to any discomfort expressed verbally or non-verbally by the pupil.

This means that staff should:

- *consider alternatives where it is anticipated that a pupil might misinterpret any such contact, perhaps involving another member of staff, or a less vulnerable pupil in the demonstration*
- *always explain to a pupil the reason why contact is necessary and what form that contact will take, unless their safety is at immediate risk*

16. Showers and Changing

Young people are entitled to respect and privacy when changing clothes or taking a shower. However, there needs to be an appropriate level of supervision in order to safeguard pupils, satisfy health and safety considerations and ensure that bullying or teasing does not occur. This supervision should be appropriate to the needs and age of the pupils concerned and sensitive to the potential for embarrassment.

Staff therefore need to be vigilant about their own behaviour, ensure they follow agreed guidelines and be mindful of the needs of the pupils.

This means that staff should:

- *avoid any physical contact when pupils are in a state of undress*
- *avoid any visually intrusive behaviour in changing rooms*
- *remain in the room when groups are changing*
- *wherever possible, offer pupils the opportunity to change privately*

This means that staff should not:

- *change in the same place as pupils*
- *shower with pupils*

17. Pupils in Distress

There may be occasions when a distressed pupil needs comfort and reassurance. This may include age-appropriate physical contact. Staff should remain self-aware at all times in order that their contact is not threatening, intrusive or subject to misinterpretation.

Where a member of staff has a particular concern about the need to provide this type of care and reassurance they should seek further advice from a senior leader.

This means that staff should:

- *consider the way in which they offer comfort to a distressed pupil*
- *always tell a colleague when and how they offered comfort to a distressed pupil*
- *record situations which may give rise to concern*

18. Behaviour Management

All pupils have a right to be treated with respect and dignity. Staff should not use any form of degrading treatment to punish a pupil. The use of humour can help to defuse a situation. The use of sarcasm, demeaning or insensitive comments towards pupils is not acceptable in any situation.

This means that staff should:

- *not use force as a form of punishment*
- *try to defuse situations before they escalate*
- *keep people with parental responsibility informed of any sanctions*
- *adhere to Hidelow Grange School's Behaviour Policy*

19. Care, Control and Physical Intervention

Staff may legitimately intervene to prevent a pupil from committing a criminal offence, injuring themselves or others, causing damage to property, engaging in behaviour prejudicial to good order and to maintain good order and discipline. Staff should have regard to the health and safety of themselves and others.

Under no circumstances should physical force be used as a form of punishment. The use of unwarranted physical force is likely to constitute a criminal offence.

In all cases where physical intervention is deemed necessary, the incident and subsequent actions should be documented and reported.

This means that staff should:

- *always seek to defuse situations*
- *always use minimum force for the shortest period necessary*
- *follow the school policy on restrictive physical interventions*

20. Sexual Contact with Pupils

Any sexual behaviour by a member of staff with or towards a pupil is inappropriate and illegal. There are no exceptions.

Pupils are protected by the same laws as adults in relation to non-consensual sexual behaviour. They are additionally protected by specific legal provisions regardless of whether the child or young person consents or not. This includes the prohibition on adults in a position of trust (see Section 4).

The sexual activity referred to does not just involve physical contact including penetrative and non-penetrative acts. It may also include non-contact activities, such as causing children to engage in or watch sexual activity or the production of pornographic material.

There are occasions when adults embark on a course of behaviour known as 'grooming' where the sole purpose is to gain the trust of a child and manipulate that relationship so that sexual abuse can take place. Staff should be aware that conferring special attention and favour upon a child might be construed as being part of a grooming process, which is itself an offence.

This means that staff should not:

- *pursue sexual relationships with children and young people either in or out of school*
- *avoid any form of communication with a child or young person which could be interpreted as sexually suggestive or provocative, including verbal comments, letters, notes, electronic mail, phone calls, texts or physical contact*

21. One-to-One Situations

Staff working in one-to-one situations with children and young people are more vulnerable to allegations. Staff should recognise this possibility and plan and conduct such meetings accordingly. Every attempt should be made to ensure the safety and security needs of both staff and pupils are met.

Pre-arranged meetings with pupils away from the school premises are not permitted unless approval is obtained from their parent or carer and the Headteacher.

This means that staff should:

- *avoid meetings with pupils in remote, secluded areas of the school*

- *ensure there is visual access and/or an open door in one-to-one situations*
- *inform other staff of the meeting beforehand, assessing the need to have them present or close by*
- *avoid use of 'engaged' or equivalent signs wherever possible. Such signs may create an opportunity for secrecy or the interpretation of secrecy*
- *always report any situation where a child becomes distressed or angry to a senior colleague*
- *consider the needs and circumstances of the child involved*

22. Transporting Children

In certain situations, for example out-of-school activities, staff may agree to transport children. A designated member of staff should be appointed to plan and provide oversight of all transporting arrangements and respond to any difficulties that may arise.

Staff should ensure that their behaviour is safe and that the transport arrangements and the vehicle meet all legal requirements. They should ensure that the vehicle is roadworthy and appropriately insured and that the maximum capacity is not exceeded.

This means that staff should:

- *plan and agree arrangements with all parties in advance, responding sensitively and flexibly to disagreements*
- *ensure that they are alone with a child for the minimum time possible*
- *be aware that the safety and welfare of the child is their responsibility until this is safely passed to a parent or carer*
- *report the nature of the journey, the route and expected time of arrival in accordance with agreed procedures*
- *ensure that their behaviour and all arrangements ensure vehicle, passenger and driver safety*
- *take into account any specific needs that the child may have*

23. Extra-Curricular Activities

Staff should take particular care when supervising pupils in the less formal atmosphere of a residential setting or after-school activity.

During school activities that take place off the school site or out of school hours, a more relaxed discipline or informal dress and language code may be acceptable. However, staff remain in a position of trust and need to ensure that their behaviour cannot be interpreted as seeking to establish an inappropriate relationship or friendship.

Where out-of-school activities include overnight stays, careful consideration needs to be given to sleeping arrangements. Pupils, staff and people with parental responsibility should be informed of these prior to the start of the trip.

Health and safety arrangements require members of staff to keep colleagues and employers aware of their whereabouts, especially when involved in an out-of-school activity.

This means that staff should:

- *always have another adult present in out-of-school activities, unless otherwise agreed with senior staff in the school*
- *undertake risk assessments*
- *have parental consent to the activity*

- *ensure that their behaviour remains professional at all times*

24. First Aid and Administration of Medication

The school has trained First Aiders and an Administration of Medication Policy which must be adhered to at all times. Staff should ensure they are aware of the school's first aid procedures and know who the designated First Aiders are.

25. Intimate Care

All children have a right to safety, privacy and dignity when contact of an intimate nature is required (for example assisting with toileting or removing wet or soiled clothing). A care plan should be drawn up and agreed with people with parental responsibility for all children who require intimate care on a regular basis.

Children should be encouraged to act as independently as possible and to undertake as much of their own personal care as possible.

This means that staff should:

- *make other staff aware of the task being undertaken*
- *explain to the child what is happening*
- *consult with colleagues where any variation from agreed procedure or care plan is necessary*
- *record the justification for any variations to the agreed procedure or care plan and share this information with people with parental responsibility*

26. Curriculum

Many areas of the curriculum can include or raise subject matter which is sexually explicit, or of an otherwise sensitive nature. Care should be taken to ensure that resource materials cannot be misinterpreted and clearly relate to the learning outcomes identified by the lesson plan. This plan should highlight particular areas of risk and sensitivity.

The curriculum can sometimes include or lead to unplanned discussion about subject matter of a sexually explicit or otherwise sensitive nature. Responding to pupils' questions requires careful judgement and staff may wish to take guidance in these circumstances from a senior member of staff.

Care should also be taken to abide by the school's policy on Relationships and Sex Education and the wishes of people with parental responsibility. People with parental responsibility have the right to withdraw their children from all or part of any sex education provided (this does not apply to Science aspects).

At Hidelow Grange School, our cohort includes pupils who have displayed Harmful Sexual Behaviour. This means that topics which may be routine in a mainstream setting can carry heightened risk here. Staff must plan carefully for any lesson that touches on relationships, bodies, sex or intimacy, and must have a clear risk-assessed plan agreed with a senior colleague before delivering such content. Unplanned discussions of a sexual nature should be managed calmly, redirected professionally and reported to the DSL.

This means that staff should:

- *have lesson planning in place*
- *not enter into or encourage personal, inappropriate or offensive discussion about sexual activity*

27. Photography, Videos and Other Creative Arts

Many school activities involve recording images. These may be undertaken as part of the curriculum, out-of-school activities, for publicity or to celebrate achievement.

Staff need to be aware of the potential for these aspects of teaching to be misused for pornographic or grooming purposes. Careful consideration should be given as to how these activities are organised and undertaken.

Using images of children for the school's publicity purposes has already had the consent of people with parental responsibility. Images should not be displayed on other websites, in publications or in a public place without additional consent.

This means that staff should:

- *be clear about the purpose of the activity and what will happen to the photographs afterwards*
- *ensure that a senior member of staff is aware that photography or image equipment is being used and why*
- *ensure that all images are available for scrutiny in order to screen for acceptability*
- *be able to justify images of children in their possession*
- *avoid making images in one-to-one situations*
- *use school devices to take photographs*

This means that staff should not:

- *have images of pupils stored on personal cameras, devices or home computers*
- *make images of pupils available on the internet, other than through the school network or website, without permission from people with parental responsibility and senior teachers*

28. Internet Use

Hidelow Grange School has a clear policy about access to and the use of the internet. Please refer to the Acceptable Use of Internet Policy for further guidance.

Under no circumstances should adults in the school access inappropriate images. Accessing child pornography or indecent images of children on the internet, and making, storing or disseminating such material, is illegal and, if proven, will invariably lead to the individual being barred from work with children and young people.

Using school equipment to access inappropriate or indecent material, including adult pornography, would normally lead to disciplinary action, particularly if as a result pupils might be exposed to inappropriate or indecent material.

29. Whistleblowing

Whistleblowing is the mechanism by which staff can voice their concerns, made in good faith, without fear of repercussion. Please refer to the school's Whistleblowing Policy.

Staff should acknowledge their individual responsibilities to bring matters of concern to the attention of senior leadership and/or relevant external agencies. This is particularly important where the welfare of children may be at risk.

This means that staff should:

- *report any behaviour by colleagues that raises concern*

30. Sharing Concerns and Recording Incidents

All staff should be aware of the school's child protection procedures, including procedures for dealing with allegations against staff. Staff who are the subject of allegations are advised to contact their professional association.

In the event of an incident occurring which may result in an action being misinterpreted and/or an allegation being made against a member of staff, the relevant information should be clearly and promptly recorded and reported to senior staff. Early discussion with a parent could avoid any misunderstanding.

Members of staff should feel able to discuss with their line manager any difficulties or problems that may affect their relationship with pupils so that appropriate support can be provided or action can be taken.

This means that staff:

- *should be familiar with Hidelow Grange School's Child Protection procedures*
- *should take responsibility for recording any incident, and passing on that information where they have concerns about any matter pertaining to the welfare of an individual in the school or workplace. See the Safeguarding Policy for further information*

