

**Written statement of a non-key officer decision**  
**Chief executive**

<b>Title</b>	<b>Code of Conduct Policy - Schools</b>
Decision maker	Chief executive
Date of decision	16 August 2018
Report exemption class	Open
Purpose	<p>To approve a new Code of Conduct policy – schools so that the policy can be adopted by governing bodies in schools (maintained and voluntary-controlled). However, a recommendation will be made to voluntary aided and academy schools to adopt the same policy for consistency across Herefordshire schools.</p> <p>The policy has been developed to meet an audit recommendation that there should be a Code of Conduct policy that is specific to schools. The policy clarifies expectations regarding the required standards of behaviour for all staff working within schools.</p>
<b>Decision</b>	<b>That: The Code of Conduct policy – schools be approved.</b>
Reason for the decision	<p>As set out in the report. Documents relating to this decision are available at</p> <p><a href="http://councillors.herefordshire.gov.uk/mgIssueHistoryHome.aspx?IId=50025335">http://councillors.herefordshire.gov.uk/mgIssueHistoryHome.aspx?IId=50025335</a></p>
Consultation	
Options considered	<ol style="list-style-type: none"> <li>1. To continue to use the existing Code of Conduct Policy, which isn't school specific and doesn't clarify expectations regarding the required standards of behaviour. The current Code of Conduct in use in schools is dated February 2010 and is no longer fit for purpose. Also, audit has requested that a new Code of Conduct Policy be developed for schools that meet the needs of the school environment.</li> <li>2. To allow schools to create their individual Code of Conduct Policy. Governing bodies are required to set out a Code of Conduct for all school employees that has been negotiated with trade unions and recommended for adoption by the</li> </ol>

	<p>governing body. There is insufficient funding in the trade union facility budget or resources available to enable maintained schools to consult on an individual basis with union representatives. Union representatives would also question why there is not a common Code of Conduct Policy for governing bodies to adopt which is the case for all other HR policies that schools use.</p> <p>3. To recommend that governing bodies adopt Herefordshire Council's Code of Conduct Policy or a similar style policy. However, as school staff are role models and as such in a unique position of influence, they must adhere to behaviour that sets a good example to all pupils within the school. As a member of a school community, each employee has an individual responsibility to maintain their reputation and the reputation of the school, whether inside or outside working hours. The proposed Code of Conduct Policy (schools) clarifies what is expected in terms of professional behaviour; it gives clear advice about what constitutes illegal behaviour and what might be considered as misconduct. It also describes safe practice and which behaviours should be avoided. The aims of the Code of Conduct Policy (schools) therefore are to safeguard young people and reduce the risk of staff being falsely accused of improper or unprofessional conduct.</p>
Declarations of interest	

Officer: ..... Chief executive (Alistair Neill)	Date 16 August 2018
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