



London Design & Engineering UTC

Staff Code of Conduct

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Version Control Table

Version	Date	Amended by	Rationale
2.0	11/10/2018		Version approved by Directors
2.1	24/11/2020	Gloria Gold	Policy reviewed and updated. The updated sections are highlighted in yellow and include two new sections 15 and 16.
3.0	10/12/2020		Version approved by Directors
3.1	09/12/2022	Gloria Gold and Ema Mendes Martins with Judicium support.	Adding sections: London Design & Engineering UTC's Values; Health and Safety; Equality and Diversity; Attendance at Work; Allegations of Abuse Against Staff; Regulatory issues and Use and Security of Resources and making clarifications and other amends throughout.
4.0	15/12/2022		Version approved by the Board of Directors
4.1	12/12/2024	Ema Martins Mendes & Judicium	Extensive changes following review by Judicium to bring the policy update with current practices, processes and terminology
5.0	19/12/2024		The version approved by the Board

Guidance on version Control:

The above is an example of how to complete the Version control table.

Versions are 0.1, 0.2 etc until such point as the document is approved. Then it becomes version 1.0.

Subsequent edited versions become 1.1, 1.2, or if it's a major update, 2.0. Do not worry about the numbers going up and up its about getting the policy right – it's all fine.

STAFF CODE OF CONDUCT POLICY

Policy Coverage

THE POLICY APPLIES OR COVERS THE FOLLOWING GROUPS			
Type of Learner	Tick (✓)	Type of Stakeholder	Tick (✓)
Key Stage 3 (KS3) Carousel		Teaching Staff	✓
Key Stage 4 (KS4) GCSE		Education Support Staff	✓
Key Stage 5 (KS5) Level 2		Administrative Support Staff	✓
Key Stage 5 (KS5) Level 3		Directors	✓
Key Stage 5 (KS5) A Levels		Employers	
Apprentices		Visitors / Contractors	

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1. Introduction

The Code of Conduct is a statement of London Design and Engineering UTC's values and describes both the way it wishes to carry out its business and the standards of conduct it expects from its employees and others working for the College.

The College aims to be an employer of choice and expects all employees to conduct themselves in a way that reflects its vision and values.

The College is committed to raising standards. By abiding by the Code of Conduct and following the College vision and values and behaving in a manner that reflects these values, our aim is to create a better place for all to work and study.

2. London Design & Engineering UTC's Values

2.1 These values guide the way Staff behave whilst at work, they guide the way we work together, how we do our jobs and how we recruit, select and develop our Staff.

2.2 We expect you to behave in a manner that is consistent with these values and this is encouraged and reinforced through the College's performance management process for employees.

2.3 While the code sets out the standards of behaviour expected of Staff, the following questions may help you to decide whether what you are doing (or intend to do) is acceptable:

2.3.1 is anyone's life, health or safety endangered by your action?

2.3.2 does your action "feel" right? Could you successfully justify your action to your line manager, students, colleagues, friends or family?

2.3.3 is your action legal, honest and does it comply with our policies, statutory requirements and approved practice?

2.3.4 does your action appear reasonable?

2.3.4 Would you be able to justify it to the local media?

2.3.5 would you be compromised if your line manager, fellow colleagues, friends or family knew your action?

2.3.6 does your conduct undermine the reputation of the College and/or your profession?

2.4 This code is intended to bring your attention to key areas of conduct. However, the code is backed up by more detailed policies on Health and Safety, Equal Opportunities and Diversity, Anti-Harassment and Bullying, Electronic Information and Communications System, Social Media Safeguarding Children, Whistleblowing Policy and Procedure, Allegations of Abuse Against Staff, It should also be read in conjunction with our Disciplinary Policy,

Grievance Policy and Capability Policy for employees. All policies can be found on the Staff SharePoint site.

2.5 Many of the rules set out below may seem obvious and would apply in any type of employment; for example, the requirement to follow reasonable instructions. Others, however, are related specifically to the nature of our organisation and may only be relevant to particular groups of Staff.

2.6 By their nature, **these rules are not exhaustive** but they set out the principles to be observed, which, if breached may lead to disciplinary action against employees or other action against non-employees. From time to time issues may arise which are not specifically covered within this code, but which may lead to disciplinary action if your actions amount to misconduct in the case of employees or other action for non-employees.

2.7 Even though not mentioned in the rules, criminal or statutory offences committed while at work may result in disciplinary action, including summary dismissal (or other action for non-employed staff).

2.8 We may also be obliged to involve the Police. Such offences committed away from work may be dealt with under the disciplinary procedure (employees) if they are considered relevant to the suitability for the work you are employed to do. You must notify us immediately if you are charged or convicted of any criminal offences, or are in receipt of any indictments or police cautions; or are provisionally or permanently placed on the Children's Barred or Adults' Barred List (if applicable) administered by the DBS. Failure to do this may be taken into account in disciplinary proceedings (employees).

2.9 If you collude with anyone else in the breaking of any of these rules you may also be liable to disciplinary action or other action.

3. Rules and Standards of Behaviour

3.1 The rules that follow set out examples of standards of behaviour expected from you. It should be noted that **this list is not exhaustive**.

3.2 Breaches of the Code of Conduct will be dealt with in accordance with our Disciplinary policy and procedure.

3.3 The disciplinary action to be taken in any individual case will always depend on the particular facts. However, breach of any rule shown within the Code may lead to dismissal or summary dismissal (dismissal without notice for gross misconduct) dependent on the seriousness of the misconduct, or termination of your contract for non-employed staff.

Staff must act in accordance with their duty of care to learners and ensure that the safety and welfare of pupils are accorded the highest priority. In addition, Staff should always:

- be honest,
- follow all reasonable and lawful instructions;
- conduct themselves in a manner that does not bring the College's name into disrepute;

- act in a manner that is not abusive towards another person, this includes indirect abuse for example where abusive comments are made to others out of the hearing of the target;
- treat everyone with respect and not undermine them, bully or harass them or act towards them in a manner which is discriminatory;
- adhere to professional requirements to attend relevant training and submit monitoring information in relation to employees and students where relevant;
- advise your line manager if your professional status has been removed by the professional body or you are subject to any disciplinary investigation and/or disciplinary action by the professional body;
- Staff should show fairness in their treatment of children and avoid behaviours such as embarrassing or humiliating learners, making jokes at the expense of learners, discriminating against or favouring learners and sarcasm.
- take reasonable care of students under your supervision and follow our required guidelines and safeguarding policies;
- comply with all relevant statutory provisions;
- cooperate with management in complying with our policies and procedures to the extent they apply to your position;
- comply with the requirements of statutory bodies relating to the examination, assessment and evaluation of student achievement and attainment;
- comply with the Codes of Conduct of professional bodies to which you may belong;
- not bring members of your family, dependants or other visitors onto College premises whilst conducting normal working duties without prior permission

3.3 Staff must show tolerance of and respect the rights of others and should uphold the fundamental British values including democracy, the rule of law, individual liberty, mutual respect, and tolerance of those with different faiths and beliefs.

3.4 Staff must have regard for the ethos and values of the College and must not do or say anything which may bring the College into disrepute or the employees themselves into disrepute. Care should be taken by staff to avoid any conflict of interest between activities undertaken outside the College and responsibilities within the College. Staff should act in accordance with the College's policies and procedures at all times.

3.5 Staff should avoid confrontation with learners and always try to diffuse the situation. They should not shout in a rude manner in order to humiliate a student and should be firm and calm. They should be careful to criticise the behaviour rather than the learners.

Additionally, staff must not:

- post, distribute or display inappropriate literature at any of the College's premises or other premises whilst on College business;
- behave in a violent manner or threaten violence towards another person;
- make false allegations against another person or the College;
- behave in an insubordinate or inappropriate manner;
- behave in a persistent careless and/or negligent manner;
- behave in a manner that is likely to disrupt working relationships.

3.6 All staff whose contracted hours permit should attend morning briefings on Mondays at 08:30am. Staff need to be on time for the changeover of lessons and all duties. Lateness can result in health and safety risks. Staff **must** inform the duty team leader and cover co-ordinator in advance if they are going to be absent or late for their duty and where possible they should arrange a swap with another colleague.

3.7 Staff should ensure they are up to date with information and should check emails, SIMS information, pigeon holes and briefing notices daily to ensure they are aware of situations and events that will affect them. Period 1 teachers must ensure that notices are read out to learners from the DigiSector padlet.

3.8 Like in all organisations, the more staff put in the more they get out and therefore being engaged fully in all activities is an essential part of College life. In accordance with directed time staff are required to attend all relevant meetings including Parental Progress evenings and Open Evenings. Teaching staff are also expected to play their part in the wider professional life of the College. Support staff are also encouraged to participate fully in College life.

3.9 Private tutoring should not be carried out on the College premises. It is also recommended that staff who privately tutor learners should inform the Principal of the names of any learners who are on roll at the school in case there are any pertinent issues of which they need to be aware.

3.10 Staff who are examiners should not mark papers on College premises.

4. Dress and Appearance

4.1 Staff are expected to dress in accordance with the college's uniform policy.

4.2 Staff should dress in a manner that is not offensive, revealing or sexually provocative and in a manner that is absent from political or contentious slogans.

4.3 Staff should dress safely and appropriately for the tasks they undertake. They should ensure that Personal Protective Equipment (PPE) is worn as required.

4.4 Tattoos and body art should be covered while staff are in College. Discreet earrings are acceptable but all other body piercings should be removed while on college premises.

4.5 How staff present themselves, their appearance, body language, actions and use of language sets an example to the learners. The College has high expectations of staff and for this reason request that staff, when in front of the learners should not:

- chew gum;
- use mobile phones for personal use (unless essential) or use their mobile phones in corridors;
- use inappropriate language in either oral or written form;
- eat, drink or carry drinks in the corridors.

4.6 Staff may wear religious and cultural dress (including clerical collars, head scarves, skullcaps and turbans) unless it breaches this policy or compromises the health and safety of the wearer, their colleagues or any other person. Where necessary line managers can disseminate appropriate information explaining cultural dress and customs. Priority is at all times given to health and safety requirements. Where necessary, advice will be taken from the LDE UTC's Health and Safety Officer

4. Health and Safety

4.1 You should always observe any College health and safety rules and guidance.

4.2 You should never:

- breach our health and safety policies;
- act in a manner likely to endanger yourself, colleagues, pupils, parents, members of the public, the College's property or that of a third party;
- ignore anything that has the potential to cause harm. It should be immediately brought to the attention of your line manager;
- misuse any item provided for health and safety purposes;
- smoke or vape in enclosed and substantially enclosed premises in the workplace. This includes vehicles and the student areas.

5. Attendance at Work

5.1 Employees should attend for work at all agreed times and should obtain prior authorisation for any absence.

5.2 Employees should:

- observe any designated hours of work;
- always observe the College's requirements on the notification of absence by reason of sickness (outlined within our Sickness Absence and Sick Pay Policy);
- never work elsewhere when absent from the College without line manager's authorisation. Examples of absence include sickness, suspension and leave related to work and families;
- comply with our leave policies (including our Additional Paid and Unpaid Leave Policy, Annual Leave Policy, Family Friendly Policies); and
- never leave work during designated/ agreed working hours without permission.

6. Drug, Alcohol, and Substance Misuse

6.1 We prohibit you from drinking alcohol in the workplace, during your contracted hours or during College business, other than reasonable drinking of alcohol in connection with approved social functions. We regard drinking to an 'unreasonable level' as any of the following situations:

- in the opinion of management, your performance is impaired;
- in the opinion of management, your behaviour may cause embarrassment, distress or offence to others;
- you continue to drink when instructed to stop by a manager.

6.2 We will take all reasonable steps to prevent Staff carrying out work-related activities if you are considered to be unfit/unsafe to undertake the work as a result of alcohol consumption or substance abuse.

6.3 We expressly prohibit the use of any illegal drugs or any prescription drugs that have not been prescribed for the user. It is a criminal offence to be in possession of, use or distribute an illicit substance. If any such incidents take place on College premises, in College vehicles or at a College related function, they will be regarded as serious, will be investigated by us, and may lead to disciplinary action and potential dismissal (or termination of your contract for non-employees) and possible reporting to the Police.

6.4 Staff or any other person under the College's control must not, in connection with any work-related activity:

- be under the influence of alcohol or drugs (except prescribed medication for you) whilst at work, during contracted hours or whilst performing any duties;
- misuse and be under the adverse influence of substances whilst at work, during contracted hours or whilst performing any duties;
- attempt to sell or give drugs or alcohol to any other employee, staff, student or other person;
- be in possession of controlled drugs contrary to the Misuse of Drugs Act 1971 (as amended);
- operate machinery under the influence of drugs or alcohol. (There may be an exception for prescription drugs, provided they do not have an impact on performance whilst operating machinery);
- fail to inform your line manager if taking Prescription drugs or over the counter medication which may affect the ability to perform duties normally;
- drive vehicles whilst on College business whilst under the influence of drugs and/or alcohol or prescribed/over the counter drugs that may have an impact on your ability to drive safely;
- fail to follow instructions in relation to health and safety procedures for use and storage of solvents.

For further information, please see our Substance Misuse Policy.

7. Professional Conduct

7.1 Staff are to behave in a professional manner at all times, to be honest, act with integrity and give respect and consideration to others and to comply with professional code of practice.

Staff must act in accordance with their duty of care to learners and ensure that the safety and welfare of pupils are accorded the highest priority. In addition, Staff should always:

- be honest,
- follow all reasonable and lawful instructions;
- conduct themselves in a manner that does not bring the College's name into disrepute;
- act in a manner that is not abusive towards another person, this includes indirect abuse for example where abusive comments are made to others out of the hearing of the target;
- treat everyone with respect and not undermine them, bully or harass them or act towards them in a manner which is discriminatory;
- adhere to professional requirements to attend relevant training and submit monitoring information in relation to employees and students where relevant;

- advise your line manager if your professional status has been removed by the professional body or you are subject to any disciplinary investigation and/or disciplinary action by the professional body;
- take reasonable care of students under your supervision and follow our required guidelines and safeguarding policies;
- comply with all relevant statutory provisions;
- cooperate with management in complying with our policies and procedures to the extent they apply to your position;
- comply with the requirements of statutory bodies relating to the examination, assessment and evaluation of student achievement and attainment;
- comply with the Codes of Conduct of professional bodies to which you may belong;
- not bring members of your family, dependants or other visitors onto College premises whilst conducting normal working duties without prior permission

Additionally, you must not:

- post, distribute or display inappropriate literature at any of the College's premises or other premises whilst on College business;
- behave in a violent manner or threaten violence towards another person;
- use social media in such a manner that may bring the reputation of the College or the employee themselves into disrepute;
- make false allegations against another person or the College;
- behave in an insubordinate or inappropriate manner;
- behave in a persistent careless and/or negligent manner;
- behave in a manner that is likely to disrupt working relationships.

8. Safeguarding Children

8.1 All employees, workers, learners, volunteers and anyone operating on behalf of the College or visiting the College have the right to feel safe on our premises or while carrying out activities in relation to the College. No one should be hurt or abuse anyone in any way.

Staff must always:

- respect other people's right to safety;
- not hurt or abuse others; and not threaten to hurt or abuse them;
- comply with our pre- and post-employment vetting procedures;
- advise your line manager if you are under investigation by the Police or other authorities in connection with allegations of abuse;
- advise the nominated officer if you are aware or have any suspicions that anyone is abusing another person;
- comply with our procedure on Safeguarding Children.

Relationships with Learners

Staff must at all times:

8.2 Staff must maintain professional boundaries with learners appropriate to their position and must always consider whether their actions are warranted, proportionate, safe and applied equitably.

8.3 Staff should act in an open and transparent way that would not lead any reasonable person to question their actions or intent.

8.4 Think carefully about their conduct so that misinterpretations are minimised.

8.5 Be mindful of section 16 of The Sexual Offences Act 2003.

Staff must never

- establish or seek to establish social contact with learners for the purpose of securing a friendship or to pursue or strengthen a relationship. If a young person seeks to establish social contact you should exercise your professional judgement in making a response and be aware that such social contact could be misconstrued;
- develop personal or sexual relationships with learners and should not engage in any sexual activity with a student;
- make sexual remarks to a learner, discuss their own sexual relationships with, or in the presence of learners or discuss a pupil's sexual relationships in an inappropriate setting or context.
- Contact with learners should be through the College's authorised mechanisms LDE UTC Email, SchoolComms. Personal phone numbers, email addresses or communication routes via all social media platforms should not be used and staff should not share their home address with learners. If contacted via an inappropriate route the member of staff must inform the Principal immediately.

9. Allegations of Abuse Against Staff

9.1 We all have a duty to promote and safeguard the welfare of children at our school. In line with this duty, we have a policy and procedure dealing with allegations of abuse against staff.

9.2 All members of staff are required to familiarise themselves with this policy and comply with it.

9.3 Concerns about the possible abuse of children by staff will usually arise in one of two ways, either:

- a direct allegation by a pupil or a third party, for example, a parent; or
- an observation by a member of staff that the behaviour of a colleague is inappropriate or potentially or actually abusive.

9.4 In the event an allegation is raised in respect of you, we recognise that this can be a very stressful time and will take steps to keep you informed of the progress of the matter where possible. We will provide you with a named contact at the college whom you can contact for support and we offer access to the following additional support:

Access to the College's Employee Assistance Programme (EAP) service:

0808 168 2143 Information and support 24/7 www.carefirst-lifestyle.co.uk

Website Username: LDEUTC

Website password: wellbeing365

- Wellbeing Leads
- HR team

9.5 If you are a member of a union or professional association, it is advisable to contact them at the outset.

9.6 Further details on the following procedure are available in our Allegations of Abuse Against Staff Policy.

A Allegations that may meet the harm threshold

9.7 Where a member of staff has any concern about another member of staff, including volunteers, contractors, and supply staff, that may meet the harm threshold (outlined below) you must report such a concern to the Principal immediately, unless the allegations are about the Principal in which case, it must be reported to the Chair of Board of Directors, this person is known as the “Case Manager”. If the Principal is absent, the allegation should be reported to the teacher in charge.

9.8 A concern/allegation meets the harm threshold if the allegation is that the individual concerned:

- behaved in a way that has harmed or may have harmed a child;
- possibly committed a criminal offence against or related to a child;
- behaved towards a child or children in a way that indicates a member of staff may pose a risk of harm to children; or
- behaved or may have behaved in a way that indicates the member of staff may not be suitable to work with children.

B Low-level concerns

9.9 In line with Section Two of Part Four of Keeping Children Safe in Education, we recognise the importance of creating a culture of openness, trust and transparency to encourage all staff to share low-level concerns with the right person so that they can be addressed appropriately. The purpose of our approach to low-level concerns is to ensure that our values are constantly lived, monitored and reinforced by staff.

9.10 The term ‘low-level’ concern does not mean that the concern is insignificant.

9.11 A low-level concern covers any concern no matter how small, even if it is no more than causing a sense of unease or a ‘nagging doubt’ - that an adult working in or on behalf of the school or college may have acted in a way that:

- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work and;
- does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO.

Examples of such behaviour could include, but are not limited to:

- being over-friendly with children;
- having favourites;
- taking photographs of children on a personal mobile phone;

- engaging with a child on a one-to-one basis in a secluded area or behind a closed door; or
- humiliating pupils.

9.12 Such behaviour can exist on a spectrum. It is essential that these concerns are shared as outlined to support the College's ethos and values and promote a culture of vigilance and transparency around the expected behaviour of staff.

9.13 Low-level concerns about a member of staff, supply staff, volunteer or contractor should be reported to the Principal or Designated Safeguard Lead.

9.14 Any concerns about the Principal or Designated Safeguard should be reported to the Chair of the Board of Directors.

9.15 All low-level concerns will be recorded in writing. Each record will include details of the concern, the context in which the concern arose, and the action taken. The name of the individual who raised the concern should be noted, but if that individual wishes to remain anonymous, that will be respected to the extent it is reasonably possible to do so.

9.16 Records will be kept confidential, held securely and comply with the Data Protection Act 2018 and the UK General Data Protection Regulation.

9.17 Records will be reviewed so that potential patterns of concerning, problematic or inappropriate behaviour can be identified. Where a pattern of such behaviour is identified, we will decide on a course of action, either through our disciplinary procedures or by referring to the LADO, where a pattern of behaviour moves from a low-level concern to meeting the harm threshold. We will also consider whether there are wider cultural issues existing in the school that may have enabled the behaviour to occur. If this is found to be the case or a contributory factor, we may review our policies and deliver extra training where we consider this will minimise the events happening again.

10. Whistleblowing

Any member of staff or volunteer with concerns about poor or unsafe practice and potential failures in the College's safeguarding regime should raise their concern under the Whistleblowing Policy and Procedure where they feel it is appropriate to do so. However, where they feel unable to raise an issue directly with the College or where they feel that their genuine safeguarding concerns are not being addressed, they should contact the NSPCC whistleblowing helpline via telephone (0800 028 0285) or email (help@nspcc.org.uk).

11. Communication and Confidentiality

Confidentiality should be maintained in accordance with statutory and College regulations and procedures in all forms of communication.

You should:

- always comply with our Data Protection and Freedom of Information policies and procedures with regard to the retention, disposal security and disclosure of personal data;

- never disclose confidential information to any other person or party without consent (unless specifically required to do so by law);
- never search confidential files to which access has not been granted.

12. Regulatory issues and Use and Security of Resources

12.1 You are expected to act with honesty and integrity to safeguard the stewardship of resources for which we are responsible. You should always comply with regulations that are applicable to the College and its business.

12.2 You should always:

- ensure that you comply with the rules and principles of any regulatory bodies and/or relevant statute applicable to the duties you perform;
- comply with the College's financial regulations;
- comply with our Gifts and Hospitality Policy (to the extent it applies to your position);
- ensure that you count promptly and accurately for all monies handled in the performance of your duties. If you discover any discrepancy or loss, you must declare it to your line manager without delay. Note: Any attempt to conceal any discrepancy will only heighten the suspicion of dishonesty later. We may report any such losses and thefts to the Police;
- declare any conviction for a criminal offence or caution in relation to an offence (except those which are "protected" as defined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013 and 2020).

Staff should:

- never wilfully damage or abuse the property of students, fellow workers or the College, or the property of outside agencies whilst conducting College business;
- never access, view or distribute material of a pornographic nature;
- never make a financial claim in connection with work or services that have not been undertaken in connection with authorised College business;
- never remove any College property from the College's premises unless approved by your manager;
- never remove, or be in unauthorised possession of, any property or facilities belonging to the College or to any employee, student or visitor to the College;
- always use our systems (e.g. computers, internet) in accordance with our BYOD and IT Acceptable Usage Policy
- take all reasonable measures to ensure, so far as it is practical, the safety and security of College property, including premises, vehicles, equipment and cash.

13. Equality and Diversity

We seek to achieve an environment in which all are included and in which discrimination is not tolerated. We are committed to promoting equality of opportunity regardless of sex, gender reassignment, race (which covers colour, nationality, ethnic or national origin), disability, religion or belief, sexual orientation, pregnancy or maternity, marital or civil partner status or

age. Everyone should be treated with respect and dignity and establish a culture where diversity is valued.

You should always:

- observe our Equal Opportunities and Diversity Policy.

14. Anti-Harassment, Bullying and Victimisation

We are committed to ensuring all staff are treated, and treat others with dignity and respect, free from bullying, harassment, including sexual harassment, and victimisation. Staff should always consider whether their words or conduct could be offensive. Even unintentional harassment or bullying is unacceptable. We will not tolerate any form of bullying, harassment, sexual harassment or victimisation.

We take allegations of harassment (including sexual harassment), bullying and victimisation very seriously and will address them promptly and confidentially wherever possible. Harassment, bullying or victimisation by a member of staff will be treated as misconduct under our Disciplinary Policy and Procedure. In some cases, it may amount to gross misconduct leading to summary dismissal.

You should always observe our Anti-Harassment and Bullying Policy and in doing so, ensure:

- Bad and/or offensive language or gestures of any nature is not used in the workplace, whether directed at a particular person or not;
- You do not share or view inappropriate images or other content;
- You think before making a joke in the workplace – could anyone be upset or offended by what you say?;
- You don't invade colleagues' personal space;
- You do not exclude colleagues unfairly from discussions or events;
- You do not use crude humour;
- You do not use an aggressive tone or aggressive language when speaking with colleagues;
- You are not physically aggressive towards colleagues;
- You do not make sexually suggestive comments;
- You do not mock, mimic or belittle colleagues in relation to any protected characteristic or otherwise;
- You do not gossip about your colleagues.

If you think you or another person may have been harassed, bullied or victimised, you should raise this in accordance with our Anti-Harassment and Bullying Policy.

15. Gaining Employment/Promotion/Transfer

Employees or potential employees must comply with our recruitment and selection procedures.

When applying for a job/transfer/promotion, employees should not:

- make false statements to us or withhold relevant information. Any breach could result in the job application not progressing, the removal of an offer of employment or disciplinary action being taken against an employee at any time.
- fail to comply with our recruitment and selection policies and procedures.

16. Employment of Family

We do not believe it is good practice, either for the individuals or the College, for close relatives to be employed in the same Department, particularly where one reports to the other.

Relationships covered by the term 'relative' include immediate family, i.e., spouse, partner, civil partner, parents, children, siblings, in-laws, uncles, aunts, nieces and nephews.

It is possible for relatives to be appointed within the same Department but this should be discussed fully with us before action is taken, and should only be in cases where there will be no direct working relationship between the individuals.

Employees should not:

- be involved in the selection process where you are related in any way to an applicant or have a personal relationship outside work with them;
- be involved in decisions relating to discipline, promotion, pay or adjustments for any employee who is a relative, partner or close friend.

17. Conflicts of Interest

Conflicts of interest should be avoided at all times. Any issues of conflict or potential conflict should be raised with your line manager at the first possible opportunity.

Employees should:

- act in the best interests of the College at all times;
- not work for other employers while employed by the College if there is any possibility of a conflict of interest.

Examples of a personal interest that should be declared are:

- a directorship, a large shareholding, promise of future employment or the employment of a close relative or friend in a position of influence in an organisation which may compete or do business with the College;
- receipt of compensation (except remuneration from the College for services provided to any person or organisation on our behalf);
- outside activities that adversely affect job performance, either through excessive demands on working time or through conflicting commitments;
- activities that involve the unauthorised use of the College's time, equipment or information which could adversely affect the College's reputation or relations with others or could otherwise conflict with the interests of the College.

18. Gifts, Entertainment and Hospitality

You should always act with integrity and not allow yourself to be put into a situation which does not allow you to act with honesty and integrity and/or in the best interests of the College.

You should not:

- allow yourself to be influenced in making a business decision as a consequence of accepting gifts or hospitality.

For further information, please see our Gifts and Hospitality Policy.

19. Reporting Misconduct

19.1 Staff are expected to:

- report violations or suspected violations of law or the standards set out in this Code of Conduct. In these situations, you should contact your line manager.

comply with our Whistleblowing Policy in the event of concerns or evidence of malpractice in connection with the College. Any information provided by you will be kept confidential in accordance with our Whistleblowing Policy, unless otherwise required by law and may be made without concern of retribution.

20. Compliance

20.1 All staff must complete the form in **Appendix 1**, to confirm they have read, understood and agree to comply with this policy. This form should be signed and dated and a copy retained on the member of staff's file.

Further Guidance

If you require further clarification on this document, please contact the HR Team.

Appendix 1: Confirmation of Compliance

Confirmation of Compliance

I hereby confirm that I have read, understood and agree to comply with the LDE UTC's Staff Code of Conduct.

Name

Position/Post Held.....

Signed

Date

Once completed, signed and dated, please return this form to HR