**Bluebell School Code of Conduct**

Bluebell School provides a therapeutic and caring learning environment for children. All pupils and staff at Bluebell School will be respected and protected from harm. We are committed to the welfare of all children and staff in our care and have a comprehensive safeguarding policy and procedure.

A child’s welfare is paramount. Each child has a right to be protected from harm and exploitation and to have their welfare safeguarded.

This Code of Conduct demonstrates Bluebell’s commitment to Safeguarding and sets out what is expected in relation to the personal conduct of all staff, to include the following:

1. Listen and support children and vulnerable people at all times, all children placed at Bluebell School have the right:
   1. to be heard
   2. to be treated with dignity and worth
   3. to have appropriate education
   4. to be protected from harm
2. Do not promise to keep secrets and do not ask anyone else to do so
3. Respect all pupils and staff at all times
4. Maintain confidentiality (i.e. Only share private and sensitive information about a child or young person when it is in their best interests to do so e.g. if there is a safeguarding concern or disclosure)
5. Always be aware of your position of trust
6. Maintain appropriate professional boundaries and do not display any behaviour that may be misinterpreted by others
7. Adhere to Bluebell’s policy on the use of communications, technologies, including the use of mobile phones, cameras or webcams, the internet and social networking etc…
8. Take positive measures to counter discrimination; it is our policy to embrace the principles of “equality’’. All members of the staff team will operate within the framework of this policy
9. All staff will discuss with a member of the SMT any relationship / association (in or out of school or online) that may have implications for the safeguarding of children in care and schools.
10. Bluebell prohibits social contact with children and young people, including prohibiting any physical or sexual contact either inside or outside of the school
11. Behaviour should be beyond reproach at all times, Bluebell will not tolerate the use of sarcasm, insensitive or belittling comments or behaviour of any description. All behaviour management techniques must be in-line with the Bluebell behaviour policy
12. Adhere to Bluebell’s policy and procedures on transporting children or young people
13. Ensure that you are dressed appropriately at all times; you are required to wear a Bluebell shirt, suitable trousers, and shoes in which you can comfortably engage in active pursuits. If you choose to wear leggings please make sure that they are not see-through and preferably wear a longer top. Please also ensure that long hair is tied up and that jewelry is kept to a minimum (no loose dangly earrings or face piercings). Fingernails should be kept short at all times. Please also ensure that you do not have hair styles or hair colours that the pupils are not able to attend school with. All tattoos need to be covered up when at school.
14. Report any disclosures or allegations against any member of staff or volunteer without delay
15. Staff have a duty to make school aware of any circumstances or relationships that may have implications on the safeguarding of children.
16. Ensure that you regularly read, understand and feel able to implement the Safeguarding and Whistle-blowing policy
17. Ensure that you do not express partisan views, ensuring that views are debated in a respectful and balanced manner
18. Ensure that you actively promote and celebrate British values

I can confirm that I have received a copy of Bluebell’s Code of Conduct, have read and understood, and agree to adhere to its contents

Print Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_