

Staff Code of Conduct Policy

Queen's College, Taunton

August 2020 (v.4)

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Code of Conduct for Staff

Purpose and application

- 1 **Purpose:** Relationships with fellow Staff, employees, governors, contractors, visitors, volunteers, pupils and their parents, guardians or carers should be reasonable and mutually respectful at all times. This Code has been produced to place the welfare of children at the centre of the School and its culture and to ensure that all those who work in the School and may have contact with children are clear on the rules of conduct and the expectations of the School. Children place trust in those connected to the School creating obligations which we must all meet to ensure the successful outcomes achieved by the children in our care.
- 2 This Code has regard to the School's child protection and safeguarding policy and procedures and the following (collectively referred to in this Code as the **Guidance**):
 - 2.1 *Keeping children safe in education* (September 2020) (**KCSIE**) (which refers to the non-statutory advice for practitioners: What to do if you're worried a child is being abused (March 2015));
 - 2.2 *Disqualification under the Childcare Act 2006* (August 2018);
 - 2.3 *Working together to safeguard children* (July 2018) (**WT**):
 - 2.3.1 WT refers to the non-statutory advice: *Information sharing* (July 2018).
 - 2.4 *Prevent Duty Guidance: for England and Wales* (2015) (**Prevent**). Prevent is supplemented by:
 - 2.4.1 *The Prevent duty: Departmental advice for schools and childminders* (June 2015);
 - 2.4.2 *Channel Duty Guidance: Protecting vulnerable people from being drawn into terrorism* (2015)
 - 2.4.3 *The use of social media for online radicalisation* (July 2015).
 - 2.5 Guidance on female genital mutilation, to include:
 - 2.5.1 *Multi-agency statutory guidance on female genital mutilation* (October 2018)
 - 2.5.2 Home Office statutory guidance *Mandatory Reporting of Female Genital Mutilation: procedural information* (December 2016).
 - 2.5.3 Guidance published by the Department for Health which provides useful information and support for health professionals which will be taken into account by the School's medical staff.
- 3 The purpose of the Code is to:
 - 3.1 confirm and reinforce the professional responsibilities of all Staff;
 - 3.2 clarify the legal position in relation to sensitive aspects of Staff / pupil relationships and communication including the use of social media;

- 3.3 set out the expectations of standards and behaviour to be maintained within the School; and
- 3.4 to help adults establish safe practices and reduce the risk of false accusations or improper conduct.
- 4 **Application:** The Code of Conduct (**Code**) applies to all Staff working in the School (**School**), whether paid or unpaid, whatever their position, role or responsibilities and **Staff** includes employees, governors, contractors, work experience / placement students and volunteers.
- 5 **Your duty:** It is the contractual duty of every member of Staff to observe the rules and obligations in this Code. You should also follow the Guidance. The School also has a duty of care to its Staff, parents, guardians or carers and pupils and the implementation of the practices in this Code will help to discharge that duty.
- 6 **Wrongdoing:** All staff are required to report their own wrongdoing, or any wrongdoing or proposed wrongdoing of any other member of staff or any conduct which they may suspect to be inappropriate to the Head. The School operates a whistleblowing policy which is contained within this Safeguarding Manual.
- 7 **Application with other policies:** The Code should be read in conjunction with the School's child protection and safeguarding policy and procedures and whistleblowing policy.

Guiding principles

8 Principles for all Staff

- 8.1 All Staff should put the well-being, development and progress of all pupils first by:
 - 8.1.1 taking all reasonable steps to ensure the safety and well-being of pupils under their supervision;
 - 8.1.2 using professional expertise and judgment for the best interests of pupils in their care;
 - 8.1.3 demonstrating self-awareness and taking responsibility for their own actions and for providing help and support to pupils;
 - 8.1.4 raising concerns about the practices of teachers or other professionals where these may have a negative impact on pupils' learning or progress, or may put pupils at risk;
 - 8.1.5 being familiar with the School's child protection and safeguarding policy and procedures;
 - 8.1.6 reading and understanding Part 1, and where appropriate Annex A, of KCSIE (September 2020);
 - 8.1.7 knowing the role, identity and contact details of the current Designated Safeguarding Lead and their Deputies;
 - 8.1.8 knowing the role, identity and contact details of the Nominated Safeguarding Governor; and

- 8.1.9 being aware that they are in a position of trust (i.e. the adult is in a position of power or influence over the pupil due to his or her work); that the relationship is not a relationship between equals and that this position must never be used to intimidate, bully, humiliate, coerce or threaten pupils.
- 8.2 All Staff should demonstrate respect for diversity and take steps to promote equality by:
 - 8.2.1 acting appropriately and in accordance with this Code of Conduct, towards all pupils, parents, guardians or carers and colleagues;
 - 8.2.2 complying with the School's anti-bullying, Equal Opportunities and Dignity at Work policies and this Code of Conduct;
 - 8.2.3 addressing issues of discrimination and bullying whenever they arise; and
 - 8.2.4 helping to create a fair and inclusive School environment.
- 8.3 All Staff should work as part of a unified Staff body by:
 - 8.3.1 developing productive and supportive relationships with colleagues;
 - 8.3.2 exercising any management responsibilities in a respectful, inclusive and fair manner;
 - 8.3.3 complying with all School policies and procedures;
 - 8.3.4 participating in the School's development and improvement activities;
 - 8.3.5 recognising the role of the School in the life of the local community;
 - 8.3.6 upholding the School's reputation and standing within the local community and building trust and confidence in it.
- 8.4 All Staff should understand that the School has a legal duty to have regard to the need to prevent people from being drawn into terrorism, and consequently should be aware of:
 - 8.4.1 what extremism and radicalisation means and why people - including pupils and fellow staff members - may be vulnerable to being drawn into terrorism as a consequence of it;
 - 8.4.2 what measures are available to prevent people from becoming drawn into terrorism and how to challenge the extremist ideology that can be associated with it; and
 - 8.4.3 how to obtain support for people who may be being exploited by radicalising influences.
- 8.5 All Staff should maintain public trust and confidence in the School and in their profession by:
 - 8.5.1 demonstrating honesty and integrity;
 - 8.5.2 understanding and upholding their duty to safeguard the welfare of children and young people;

- 8.5.3 understanding and demonstrating fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs;
 - 8.5.4 maintaining reasonable standards of behaviour whether inside or outside of normal School hours and whether on or off the School's site; and
 - 8.5.5 maintaining an effective learning environment.
- 8.6 All Staff should raise any concerns relating to female genital mutilation (**FGM**) with the Designated Safeguarding Lead and involve children's social care as appropriate in accordance with the School's child protection and safeguarding policy and procedures. Teachers must also report to the police cases where they discover (either through disclosure by the victim or visual evidence) that an act of FGM appears to have been carried out on a girl under the age of 18. The report should be made orally by calling 101, the single non-emergency number. It will be rare for teachers to see visual evidence, and they should not be examining pupils but those failing to report such cases will face disciplinary sanctions.

9 Additional principles for teachers

- 9.1 Teachers must report to the police cases where they discover (either through disclosure by the victim or visual evidence) that an act of female genital mutilation appears to have been carried out. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the Designated Safeguarding Lead and involve children's social care as appropriate. It will be rare for teachers to see visual evidence, and they should not be examining pupils.
- 9.2 Teachers should take responsibility for maintaining the quality of their teaching practice by:
 - 9.2.1 meeting the professional standards for teaching applicable to their role and position within the School;
 - 9.2.2 reflecting on their current practice and seeking out opportunities to develop knowledge, understanding and skills;
 - 9.2.3 helping pupils to become confident and successful learners; and
 - 9.2.4 establishing productive relationships with parents, guardians or carers by:
 - (a) providing accessible and accurate information about their child's progress;
 - (b) involving them in important decisions about their child's education; and
 - (c) complying with this Code.
- 9.3 Teachers should maintain public trust and confidence in the School and in the profession by:
 - 9.3.1 demonstrating honesty and integrity;

- 9.3.2 understanding and upholding their duty to safeguard the welfare of children and young people;
- 9.3.3 maintaining reasonable standards of behaviour whether inside or outside of normal School hours and whether on or off the School's site; and
- 9.3.4 maintaining an effective learning environment.

Guidance on Staff / pupil relationships

- 10 **Application:** Allegations of unprofessional conduct or improper contact or words can arise at any time. Professionalism and vigilance are required so as to ensure the safety of children in our care, and to reduce the risk of an allegation of impropriety against a member of Staff. This guidance applies to all Staff.
- 11 **Sexual contact:** Staff must not:
 - 11.1 have any type of sexual relationship with a pupil or pupils;
 - 11.2 have sexually suggestive or provocative communications with a pupil;
 - 11.3 make sexual remarks to or about a pupil; and
 - 11.4 discuss their own sexual relationships in the presence of pupils.
- 12 **Abuse of a position of trust and Inappropriate relationships with School pupils:** Sexual relationships or sexual contact with any pupils, or encouraging a relationship to develop in a way which might lead to a sexual relationship or any relationship just considered inappropriate with any pupil at the School is a grave breach of trust that will usually lead to disciplinary action and may also lead to criminal prosecution. It is the criminal offence of an abuse of a position of trust to have any sexual relationship with any School pupil under the age of 18, and whilst not a criminal offence, it is a breach of this Code and considered to be gross misconduct to have a sexual relationship with any pupil of this School, even if over the age of 18.
- 13 **Inappropriate relationships with pupils at another school:** Forming relationships with children or young people who are pupils or students at another school will be a criminal offence if they are under 16 but may also be a criminal offence if under the age of 18 and will be regarded as gross misconduct. Such behaviour tends to bring the School into disrepute and gives rise to concern that the Staff involved cannot be trusted to maintain professional boundaries with pupils and students at the School. Whilst not necessarily a criminal offence, the School considers it inappropriate for Staff to form inappropriate relationships with a pupil of any school, irrespective of their age.
- 14 **General guidance:** You should be aware of the general guidance that will apply in all cases. In particular you:
 - 14.1 need to exercise professional judgment but always act within the spirit of these guidelines. If you are involved in a situation where no specific guidance exists, you should discuss the circumstances with the Designated Safeguarding Lead. A written record should be kept that includes justification for any action taken;
 - 14.2 must be aware of the risks of peer-on-peer abuse and be familiar with procedures for handling allegations against other children and bullying as set out in the School's child protection and safeguarding policy and procedures. Examples of peer-on-peer

abuse are bullying (including cyberbullying), physical abuse, sexual violence and sexual harassment, upskirting, sexting and initiation and hazing;

- 14.3 must be aware of indicators that children are at risk from, or are involved with serious violent crime. These may include increased absence from School, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs;
 - 14.4 must be familiar with procedures for reporting concerns in accordance with the School's whistleblowing policy and be aware that if Staff raise concerns about working practices at the School to the Designated Safeguarding Lead or an appropriate senior member of Staff that they will be protected from detriment under the whistleblowing policy;
 - 14.5 must be familiar with the local reporting guidelines and the Local Safeguarding Children Partnership reporting threshold document in respect of any concerns relating to children;
 - 14.6 must be familiar with procedures for handling allegations against Staff as set out in the School's child protection and safeguarding policy and;
 - 14.7 must seek guidance from the Designated Safeguarding Lead if you are in any doubt about appropriate conduct; and
 - 14.8 must report any actions which could be misinterpreted, any misunderstandings, accidents or threats involving you and a pupil or a group of pupils to the Designated Safeguarding Lead.
- 15 **Behaviour giving particular cause for concern:** You should take particular care when dealing with a pupil who:
- 15.1 appears to be emotionally distressed, or generally vulnerable and / or who is seeking expressions of affection;
 - 15.2 appears to hold a grudge against you;
 - 15.3 acts in a sexually provocative way, or who is inclined to make exaggerated claims about themselves and others, or to fantasise, or one whose manner with adults is over-familiar; and
 - 15.4 may have reason to make up an allegation to cover the fact that he or she has not worked hard enough for public examinations.
- 16 **Procedure to be followed in these cases:** Some of these behaviours may be indications that a child has been, or is currently being, abused and should therefore be reported to the Designated Safeguarding Lead under the School's child protection and safeguarding policy and procedures.
- 17 **Record keeping:** Comprehensive records are essential. All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing. Any incident involving children that could give cause for concern, must always be reported

promptly to the Designated Safeguarding Lead in accordance with the School's child protection and safeguarding policy and procedures. If there is any doubt about recording requirements this should be discussed with the Designated Safeguarding Lead.

- 18 **Good order and discipline:** Staff in charge or control of pupils must maintain good order and discipline at all times when pupils are present on School premises and whenever pupils are engaged in authorised School activities, whether on School premises or elsewhere.

General conduct

- 19 **School property:** You must take proper care when using School property and you must not use School property for any unauthorised use or for private gain.
- 20 **Use of premises:** You must not carry out any work or activity on School premises other than pursuant to your terms and conditions of employment without the prior permission of the Head.
- 21 **Behaviour of others:** You should be aware that the behaviour of your partner or other family members or any member of your household may raise concerns or which affects the welfare of any member of the School community or a member of the public, or which brings the School into disrepute. Such concerns will be given careful consideration as to whether they constitute a potential risk to children at the School or its reputation.

Meetings with pupils

- 22 **One-to-one meetings:** If you are teaching one pupil, or conducting a one-to-one meeting or teaching session with a pupil, you should take particular care in the following ways:
- 22.1 when working alone with a pupil is an integral part of your role, conduct and agree full risk assessments with the Deputy Head / Designated Safeguarding Lead;
 - 22.2 use a room that has sufficient windows onto a corridor so the occupants can be seen, or keep the door open, or inform a colleague that the lesson / meeting is taking place;
 - 22.3 arrange the meeting during normal school hours when there are plenty of other people about;
 - 22.4 do not continue the meeting for any longer than is necessary to achieve its purpose;
 - 22.5 avoid sitting or standing in close proximity to the pupil, except as necessary to check work;
 - 22.6 avoid using "engaged" or equivalent signs on doors or windows;
 - 22.7 avoid idle discussion;
 - 22.8 avoid all unnecessary physical contact and apologise straight away if there is accidental physical contact;
 - 22.9 avoid any conduct that could be taken as a sexual advance;
 - 22.10 report any incident that causes you concern to the Designated Safeguarding Lead under the School's child protection and safeguarding policy and procedures, and make a written record (signed and dated); and

- 22.11 report any situation where a pupil becomes distressed or angry to the Designated Safeguarding Lead.
- 23 **Pre-arranged meetings:** Pre-arranged meetings with pupils outside School should not be permitted unless approval is obtained from their parents, guardians or carers and the Deputy Head / Designated Safeguarding Lead. If you are holding such a meeting, you should inform colleagues before the meeting.
- 24 **Home visits:** In some circumstances home visits are necessary. You should:
- 24.1 discuss the purpose of any visit with the Deputy Head / Designated Safeguarding Lead and adhere to any agreed work plan / contract;
 - 24.2 follow the risk management strategy and ensure appropriate risk assessments are in place. Where there is insufficient information to complete a risk assessment (see appendix 1), ensure that you are accompanied by a colleague;
 - 24.3 not visit unannounced if this can be avoided;
 - 24.4 leave the door open where you will be alone with pupils;
 - 24.5 keep records detailing times of arrival and departure, and work undertaken;
 - 24.6 ensure that any behaviour or situation that gives rise to a concern is reported and actioned;
 - 24.7 discuss with the Designated Safeguarding Lead anything that gives cause for concern in accordance with the School's child protection and safeguarding policy and procedures; and
 - 24.8 have a mobile telephone and an emergency contact.
- 25 **The use of personal living space:** Pupils should not be in or invited into the personal living space of any member of Staff, unless agreed with the parents, guardians or carers and the Deputy Head / Designated Safeguarding Lead and in accordance with the School's guidelines for houseparents]. It is accepted that children of Staff (whether in School accommodation or not) may at times invite their friends to their homes. In these instances, Staff are reminded to comply with this Code of Conduct, must ensure that the Deputy Head / Designated Safeguarding Lead is informed in advance and that any overnight visit is subject to a written risk assessment.
- 26 **Chores:** Pupils should not be asked to assist with chores or tasks in the personal living space. Personal living spaces should not be used as an additional resource for the School. This also applies to on site Staff accommodation.
- 27 **Boarding houses:** Boarding houses, where the houseparent lives in, may have private living quarters which include areas which current and prospective pupils and parents can be invited into under supervision. This is in order for communication between the relevant parties to be effective and at times confidential and to allow for entertaining of parents and pupil. Pupils may only enter the designated public areas of the private living quarters of the house at the invitation of and with the express permission of the houseparent for pastoral, academic or medical reasons. The designated public areas of the private side of the house will usually include the houseparent's study, sitting room and kitchen

Language and appearance

- 29 **Language:** You should use appropriate language at all times. You should:
- 29.1 avoid words or expressions that have any unnecessary sexual content or innuendo; avoid displays of affection either personally or in writing (e.g. messages in birthday cards, text messages, emails etc);
 - 29.2 avoid any form of aggressive or threatening words;
 - 29.3 avoid any words or actions that are over-familiar;
 - 29.4 not swear, blaspheme or use any sort of offensive language in front of pupils;
 - 29.5 avoid the use of sarcasm, discriminatory or derogatory words when punishing or disciplining pupils and avoid making unprofessional personal comments about anyone. Any sanctions should be in accordance with the School's behaviour and discipline policies; and
 - 29.6 be aware that some parts of the curriculum may raise sexually explicit subject matters. Care should be taken in subjects where rules / boundaries are relaxed (e.g. drama or art). Staff should have clear lesson plans and should take care to avoid overstepping personal and professional boundaries.
- 30 **Dress:** You should dress appropriately and in a professional manner. Dress must not be offensive, distracting, revealing, or sexually provocative, embarrassing or discriminatory. Political or other contentious slogans or badges are not allowed.

The use of force or physical restraint

- 31 **Physical restraint:** All forms of corporal punishment are unlawful and the use of unwarranted physical force is likely to constitute a criminal offence. The use of physical intervention should be avoided if possible. However, by law, Staff who are authorised by the Head to have control or charge of pupils, may use such force or physical contact as is reasonable and proportionate in the circumstances to prevent a pupil from doing, or continuing to do any of the following:
- 31.1 committing a criminal offence;
 - 31.2 injuring themselves or others;
 - 31.3 causing damage to property, including their own; or
 - 31.4 engaging in any behaviour prejudicial to good order and discipline at the School or among any of its pupils, whether that behaviour occurs in a classroom or elsewhere.
- 32 **Application of code of restraint:** This applies when a teacher, or other authorised person, is on School premises and when he or she is in control or charge of the pupil elsewhere, for example on a field trip or other authorised out of School activity. It only applies where no other form of control is available and where it is necessary to intervene.
- 33 **Before intervening:** Before intervening physically you should, wherever practicable, tell the pupil to stop and what will happen if he or she does not. You should continue attempting to communicate with the pupil throughout the incident and should make it clear that physical contact or restraint will stop as soon as it ceases to be necessary. You should always avoid

touching or holding a pupil in a way that might be considered indecent. You should also avoid any form of aggressive contact such as holding, pushing, pulling or hitting which could amount to a criminal assault, nor act in a way that might reasonably be expected to cause injury.

- 34 **Inform senior staff:** You should inform the Deputy Head / Designated Safeguarding Lead / Head immediately following an incident where force has been used. This is to help prevent any misunderstanding or misrepresentation of the incident, and it will be helpful in the event of a complaint. You should provide a written report as soon as possible afterwards. This should include written and signed accounts of those involved, including the pupil. The parents, guardians or carers of the pupil should be informed about serious incidents involving the use of force. In the EYFS setting, the parents, guardians or carers will be informed about any use of force on the same day or as soon as reasonably practicable. The Deputy Head / Designated Safeguarding Lead / Head will advise as to when parents should be contacted.
- 35 **Action taken in self-defence or in an emergency:** The law allows anyone to defend themselves against an attack provided they do not use more force than is necessary. Similarly, where a pupil is at risk of immediate injury or on the point of inflicting injury on someone else, any member of Staff (whether authorised or not) would be entitled to intervene.
- 36 **Using reasonable force:** There is no legal definition of "reasonable force". It will always depend on the circumstances. Note that:
- 36.1 any use of force should be proportionate to the behaviour of the pupil involved and the seriousness of the harm prevented;
 - 36.2 physical force could not be justified to prevent a pupil from committing a trivial misdemeanour;
 - 36.3 any force should always be the minimum needed to achieve the desired result; and
 - 36.4 whether it is reasonable to use force and the degree of force that could be reasonably employed might also depend on the age, understanding and sex of the pupil.

Physical contact in other circumstances

- 37 **When physical contact may be appropriate:** Physical contact with a pupil may be necessary and beneficial in order to demonstrate a required action, or a correct technique in, for example, singing and other music lessons or during PE, sports and games. Any physical contact should be in response to the pupil's needs, of limited duration and appropriate to the pupil's age, stage of development, gender, ethnicity and background. Physical contact can be easily misinterpreted and should be limited. Staff should use professional judgement.
- 38 **Guidance on using physical contact:** You should observe the following guidelines (where applicable):
- 38.1 explain the intended action to the pupil;
 - 38.2 do not proceed with the action if the pupil appears to be apprehensive or reluctant, or if you have other concerns about the pupil's likely reaction;

- 38.3 ensure that the door is open and if you are in any doubt, ask a colleague or another pupil to be present during the demonstration; and
- 38.4 consider alternatives if it appears likely that the pupil might misinterpret the contact.
- 39 **Report concerns:** If you are at all concerned about any instance of physical contact, inform the Deputy Head / Designated Safeguarding Lead / Head without delay, and make a written record in the incident book and on the pupil's file if necessary.
- 40 **Offering comfort to distressed pupils:** Touching may be appropriate where a pupil is in distress and needs comforting. You should use your own professional judgement when you feel a pupil needs this kind of support and should be aware of any special circumstances relating to the pupil. For example, a child who has been abused may find physical contact particularly difficult. You should always notify the Deputy Head / Designated Safeguarding Lead / Head when comfort has been offered, record the action and should seek guidance if unsure whether it would be appropriate in a particular case.
- 41 **Administering first aid:** When administering first aid you should explain to the child what is happening and ensure that another adult is present or is aware of the action being taken. The treatment must meet the School's health and safety at work rules and intimate care guidelines, and parents, guardians or carers should be informed. Staff should:
- 41.1 adhere to the School's policies on first aid and administering medication;
- 41.2 comply with the necessary reporting requirements;
- 41.3 make other adults aware of the task that is being undertaken;
- 41.4 explain what is happening;
- 41.5 report and record the administration of first aid;
- 41.6 have regard to any health plans; and
- 41.7 ensure that an appropriate health / risk assessment is undertaken prior to undertaking certain activities.
- 42 **Pupils' entitlement to privacy:** Children are entitled to privacy when changing or showering. However there still must be an appropriate level of supervision to ensure safety. You should:
- 42.1 avoid physical contact or visually intrusive behaviour when children are undressed;
- 42.2 announce yourself when entering changing rooms and avoid remaining unless required;
- 42.3 not shower or change in the same place as children; and
- 42.4 not assist with any personal care task which a pupil can undertake themselves.
- 43 **Intimate care:** Sometimes intimate care is required, for example when assisting with toileting or removing wet clothes. You should:
- 43.1 comply with the School's intimate care guidelines;

- 43.2 advise other Staff of the task being undertaken and consult where there is any change from the agreed procedure. A record should be kept of the justification for any variations and this information should be shared with parents, guardians or carers;
 - 43.3 explain to the child what is happening;
 - 43.4 comply with applicable professional codes of practice, as appropriate; and
 - 43.5 comply with regularly reviewed, formally agreed plans, as appropriate.
- 44 **Where a child has been abused:** Where a child has previously been abused, Staff should be informed on a 'need to know' basis, and should be extra cautious when considering the necessity of physical contact. Some children may seek inappropriate physical contact. Staff should sensitively deter the pupil and help them understand the importance of personal boundaries. Such incidents should be reported and discussed with the Designated Safeguarding Lead and where appropriate parents, guardians or carers.
- 45 **Children with special educational needs or disabilities:** Some children may need more physical contact to assist their everyday learning, which should be agreed and understood by all concerned, justified, openly applied and open to scrutiny. The Designated Safeguarding Lead and SENCO will establish whether any reasonable adjustments are required for such pupils.

Code of conduct for contact outside school

- 46 **Contact outside school:** You should avoid unnecessary contact with pupils outside school. You should:
- 46.1 not give pupils your home address, home telephone number, mobile telephone number or email address;
 - 46.2 not send personal communications (such as birthday cards or faith cards, text messages etc) to children unless agreed with the Deputy Head / Designated Safeguarding Lead / Head;
 - 46.3 not make arrangements to meet pupils, individually or in groups, outside school other than on school trips authorised by the Deputy Head / Designated Safeguarding Lead / Head;
 - 46.4 avoid contacting pupils at home unless this is strictly necessary, and you should keep a record of any such occasion;
 - 46.5 not give a pupil a lift in your own vehicle other than on School business and with permission from the Deputy Head / Designated Safeguarding Lead / Head;
 - 46.6 avoid inviting pupils (groups or individuals) to your home unless there is a good reason and it has been approved by Deputy Head / Designated Safeguarding Lead / Head. This prohibition also applies if you have on site accommodation;
 - 46.7 report and record any situation which may place a child at risk or which may compromise the School's or your professional standing;
 - 46.8 ensure that pupils do not see anything in your home that may cause embarrassment or that might become the subject of inappropriate gossip or rumour; and

- 46.9 never engage in secretive social contact with pupils or their parents, guardians or carers.
- 46.10 In the case of staff members who are also parents at the school the school acknowledges that communication with other parents may occur in their role as parent to their child. Communication may also be acceptable when a member of staff has a friendship with a parent who happens to have a child at the school.
- 47 **Social contact:** You should be aware that where you meet children or parents, guardians or carers socially, such contact could be misinterpreted as inappropriate, an abuse of a position of trust or as grooming. Any social contact that could give rise to concern should be reported to the Deputy Head / Designated Safeguarding Lead / Head.
- 48 **Friendships with parents, guardians or carers and pupils:** Members of Staff who are friends with parents, guardians or carers of pupils or who, for example, are voluntary workers in youth organisations attended by pupils, will of course have contact with those pupils outside school. However, members of Staff should still respect the above advice wherever possible and should keep the Deputy Head / Designated Safeguarding Lead / Head informed of such relationships.
- 49 **Scope of application of code on contact outside school:** The same guidelines should be applied to after school clubs, school trips, and especially trips that involve an overnight stay away from the School. There are separate, more detailed guidelines for school trips in the educational visits policy. The principles of this guidance also apply to contact with children or young people who are pupils at another school.
- 50 **Transporting pupils:** There may be some situations when Staff are required to transport pupils. You should:
- 50.1 ensure that you are fit to drive and free from any substances that may impair your judgement or ability to drive;
- 50.2 be aware that until the pupil is passed over to a parent / carer, you have responsibility for that pupil's health and safety;
- 50.3 record the details of the journey;
- 50.4 record, be able to justify impromptu or emergency lifts and notify the Deputy Head / Designated Safeguarding Lead / Head;
- 50.5 ensure that there are proper arrangements in place to ensure vehicle, passenger and driver safety, including appropriate insurance, seat belts, adherence to maximum capacity guidelines etc; and
- 50.6 wherever practicable, you should avoid using private vehicles and should try and have one adult additional to the driver to act as an escort.
- 51 **After school activities:** When taking part in after school activities, you should:
- 51.1 be accompanied by another adult unless otherwise agreed with the Deputy Head / Designated Safeguarding Lead / Head;
- 51.2 undertake a risk assessment; and
- 51.3 obtain parental consent.

- 52 **Educational visits:** When taking part in educational visits, you should:
- 52.1 follow the School's educational visits policy;
 - 52.2 be accompanied by another adult unless otherwise agreed with the Deputy Head / Designated Safeguarding Lead / Head;
 - 52.3 undertake a risk assessment;
 - 52.4 obtain parental consent; and
 - 52.5 never share bedrooms unless in a dormitory situation and arrangements have been discussed and agreed previously with the Deputy Head / Designated Safeguarding Lead / Head and where appropriate parents, guardians or carers and pupils.
- 53 **Overnight supervision:** Where overnight supervision is required to preserve the integrity of the examination process:
- 53.1 you should ensure that a risk assessment has been undertaken and that all members of the household have had the appropriate checks;
 - 53.2 arrangements should be made with and agreed by parents, guardians or carers and the pupil;
 - 53.3 one to one supervision should be avoided where possible;
 - 53.4 choice, flexibility and contact with "the outside world" should be incorporated, so far as it is consistent with appropriate supervision and the School's guidelines;
 - 53.5 whenever possible, independent oversight of the arrangements should be made; and
 - 53.6 any misinterpretation, misunderstanding or complaint should be reported.

Communication with pupils (including the use of technology)

- 54 **Communicating with children and parents, guardians or carers:** All communication with children or parents, guardians or carers should conform to School policy and be limited to professional matters. Except in an emergency communication should only be made using School property.
- 54.1 In the case of staff members who are also parents at the school the school acknowledges that the giving of lifts, visits to homes (and photography, such as birthday party photos) may occur in the context of their children's social activities.
- 55 **Application:** These rules apply to any form of communication including new technologies (including 3G / 4G technologies) such as mobile telephones, web-cameras, social networking websites and blogs. You should also ensure you comply with the more detailed IT Acceptable Use Policy for Staff & Volunteers, and social media policy.
- 56 **Dealing with "crushes":** Crushes, fixations or infatuations are part of normal adolescent development. However they need sensitive handling to avoid allegations of exploitation. Such crushes carry a high risk of words, actions and expressions being misinterpreted, therefore, the highest levels of professionalism are required. If you suspect that a pupil has a crush on you or on another colleague you should bring it to the attention of the

Designated Safeguarding Lead at the earliest opportunity. Suggestions that a pupil may have developed a crush should be recorded. Staff should avoid being alone with pupils who have developed a crush on them and if the pupil sends personal communications to the member of Staff, this should be reported to the Deputy Head / Designated Safeguarding Lead and recorded.

- 57 **Acceptable use:** Adults must establish safe and responsible online behaviours and must comply with the IT Acceptable Use Policy for Staff & Volunteers and the Staff Social Media Policy. Adults should report to senior colleagues, any new and emerging technologies which may have a bearing on School practices and on the review of the IT Acceptable Use policies. Local and national guidelines on acceptable use policies should be followed. Staff should also:
- 57.1 ensure that your own personal social networking sites are set as private and ensure that pupils are not approved contacts;
 - 57.2 ensure that you do not use any website or application, whether on a School or personal device, which identifies your location while on School premises or otherwise in the course of your employment;
 - 57.3 never use or access social networking sites of pupils and do not use internet or web-based communication channels to send personal messages to pupils;
 - 57.4 do not use your own equipment (e.g. mobile telephones) to communicate with pupils - use equipment provided by the School and ensure that parents, guardians or carers have given permission;
 - 57.5 only make contact with pupils for professional reasons; and
 - 57.6 recognise that text messaging should only be used as part of an agreed protocol and only when other forms of communication are not possible.
- 58 **Personal details:** Adults 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 the Deputy Head / Designated Safeguarding Lead and parents, guardians or carers.
- 59 **Personal mobile telephones and electronic devices:** It is understood that staff may need to check text messages and / or personal emails in the case of an emergency or during break times. Personal use must not interfere with your work commitments (or those of others). It is a privilege and not a right. Staff shall set an example and shall never use their own mobile telephones or other electronic devices whilst they are on duty (whether in a classroom or otherwise) and any such mobile devices should be switched off except in the case of an emergency and be kept out of sight of parents or pupils.
- 60 **Communicating outside the agreed protocols:** Email or text communications between an adult and any pupil outside agreed protocols may lead to a report to external agencies in accordance with the School's child protection and safeguarding policy and procedures, disciplinary action and / or criminal investigations. This also includes communications through internet based websites.

Code of conduct for photographs and videos

- 61 **Permission required:** You should seek permission from the Deputy Head / Designated Safeguarding Lead before taking photographs or video camera footage of any pupils in class,

at any School events or on a trip. You should also seek permission before displaying these photographs. You must not take images of pupils using personal mobile telephones or any other personal device.

- 62 **Consent:** Appropriate consents for taking and displaying photographs should be obtained from parents, guardians, carers or from the pupils themselves if sufficiently mature (most pupils are seen as being sufficiently mature from the age of 12 years). Consent should be obtained where the use is more privacy intrusive. Where the use of a photograph or video is less privacy intrusive (e.g. used in an internal school display) it is sufficient for parents and pupils to have been informed about this in the School's Joiners Information under Photographic Permissions. Please speak to the Deputy Head / Designated Safeguarding Lead / Head if you require guidance on whether consent should be obtained.
- 63 **Guidance where permission obtained:** Where permission and consent (if appropriate) has been obtained, the following should be considered:
- 63.1 the purpose of the activity should be clear as should what will happen to the photographs or videos. You must be able to justify images in your possession;
 - 63.2 all images should be made available to the Deputy Head / Designated Safeguarding Lead in order to determine acceptability;
 - 63.3 images should not be made during one-to-one situations;
 - 63.4 ensure that the pupil is appropriately dressed;
 - 63.5 ensure that the pupil understands why the images are being taken and has agreed to the activity;
 - 63.6 only use equipment provided or authorised by the School;
 - 63.7 if a photograph or video is to be displayed in a place to which the public have access (e.g. on the School's website) it should not display the pupil's name unless consent has been obtained. If the use of a photograph or video is more privacy intrusive consent may need to be obtained even if the pupil's name is not used (e.g. using an unnamed photograph of a pupil in an advertisement). Consent should be obtained from the pupil and / or their parents as appropriate. Please see paragraph 65 below for further guidance on consent;
 - 63.8 all images of children should be stored securely and only accessed by those authorised to do so; and
 - 63.9 images must not be taken secretly.
 - 63.10 In the case of staff members who are also parents at the school the school acknowledges that the taking of photos that include other pupils may occur in the context of their children's activities, e.g. birthday parties.
- 64 **Consent:** Children are usually considered mature enough to exercise their own data protection rights when they are aged 12 years or older. Whether consent should be obtained from the parents, the pupil or both will depend on the age of the pupil. The School's policy is that when consent is required it should be obtained as follows:
- 64.1 where the pupil is in Year 6 or below, consent should be sought from a parent, guardian or carer;

64.2 where the pupil is in Year 7 or above then consent should be sought from both the pupil and their parent, guardian or carer.

65 **Appropriate material:** The School recognises that many children have unlimited and unrestricted access to the internet via 3G and 4G. You must ensure children are not exposed to inappropriate or indecent images. Inappropriate material, such as pornography, should not be brought to work and you must not use School property or the School network to access such material. You should not allow unauthorised access to School equipment and should keep your computer passwords safe. If you discover material that is potentially illegal or inappropriate, you must isolate the equipment and contact the Designated Safeguarding Lead in accordance with the School's child protection and safeguarding policy and procedures immediately. Pupils must not be exposed to unsuitable material on the internet and Staff should ensure that any film or material shown is age appropriate.

Gifts and rewards

66 **Anti-bribery and corruption policy:** Before accepting or giving any gifts or rewards, Staff must familiarise themselves with the anti-bribery and corruption policy contained in this Employment Manual.

67 **If a gift is received:** If you receive a gift from a pupil or parent you should:

67.1 declare the gift where there is a possibility it could be misconstrued, or in any event where the gift is of a value of more than £100. The Head may in their absolute discretion require you to decline the gift; and decline outright gifts that could be perceived as a bribe or that have created an expectation of preferential treatment. Although it is accepted for parents, guardians or carers or children to make small gifts to show appreciation, you must not receive gifts on a regular basis or receive anything of significant value.

68 **Giving gifts and rewards:** Where you are thinking of giving a gift or reward:

68.1 it should only be provided as part of an agreed reward system;

68.2 in all cases except the above, the gift or reward should be of little monetary value and should be discussed and agreed with the Deputy Head / Designated Safeguarding Lead / Head and where appropriate the parent, guardian or carer;

68.3 selection processes should be fair and where possible should be agreed by more than one member of Staff; and

68.4 gifts should be given openly and not based on favouritism.

69 **Allocation of gifts and rewards:** Decisions regarding entitlement to benefits or privileges such as admission to school trips, activities or classroom tasks must avoid perceptions of bias, grooming or favouritism. The selection process must be based on transparent criteria.

Childcare Disqualification

70 **Offence:** The Childcare Act 2006 and the Childcare (Disqualification) Regulations 2018 state that it is an offence for the School to employ anyone to provide childcare in connection with our early years provision (**EYP**) or later years provision (**LYP**) who is disqualified, or for a disqualified person to be directly involved in the management of EYP or LYP (a **Relevant Role**).

- 71 **EYP** includes usual school activities and any other supervised activity for a "young child" which takes place on the school premises during or outside of the normal school day (a child is a "young child" during the period between birth and up to 1 September following their fifth birthday).
- 72 **LYP** includes provision for children not in EYP and under the age of 8 which takes place on school premises outside of the normal school day, including, for example breakfast clubs, after school clubs and holiday clubs. It does not include extended school hours for co-curricular activities such as sports activities but does include boarding provision.
- 73 **"Childcare"** means any form of care for a child, which includes education and any other supervised activity for a "young child". "Childcare" in LYP does not include education during school hours but does cover before and after school clubs.
- 74 **Grounds for disqualification:** The grounds on which a person will be disqualified from working in connection with EYP or LYP are set out in the School's recruitment, selection and disclosure policy and procedure. Staff are required to familiarise themselves with this document.
- 75 **Self-declaration:** Staff working in child care may be disqualified because of offences they have committed. Relevant people must self-declare if they believe they are disqualified. Relevant people include anyone working with children of reception age or younger and children between five and eight years old in an out of school setting (like breakfast clubs, Boarding or afterschool care).
- All staff (not just those working with under-8s) are made aware that their 'relationships and associations (including online) may have an implication for the safeguarding of pupils, and if there are any concerns about that, the school should be told. (Disqualification by association 2018 (as amended) and Keeping Children Safe in Education 2019)
- 76 **Duty of disclosure:** Staff in a Relevant Role are under an on-going duty to immediately notify the School if their circumstances change so that they meet any of the criteria for disqualification at any point during their employment with the School. Any failure to disclose relevant information will be treated as a serious disciplinary matter.
- 77 **Ofsted:** Where the School receives disqualification information about a member of staff working in a Relevant Role and is satisfied that the member of staff may be disqualified as a consequence, the School is under a duty to report the circumstances of the disqualification to Ofsted.
- 78 **Waiver:** A member of staff who discloses information which appears to disqualify them from working in a Relevant Role may apply to Ofsted for a waiver of the disqualification.

Reporting Obligations

- 79 **The School's position:** It is a contractual requirement as well as in your interests to follow this Code so as to maintain appropriate standards of behaviour and your own professional reputation. A breach of this Code may be treated as misconduct and will render you liable to disciplinary action including in serious cases, dismissal.
- 80 **Exit interviews:** All staff are trained so that they understand they are expected and encouraged to raise concerns they have, whether related to the safeguarding and welfare of pupils, the conduct of staff or other matters, during the course of their employment in accordance with the School's policies (including the whistleblowing policy, the child

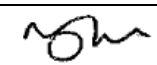
protection and safeguarding policy and procedures and this Code). Safeguarding children is at the centre of the School's culture and is accordingly considered formally during staff performance development reviews and appraisal and finally at exit interviews.

- 81 **Termination of employment:** If the School ceases to use the services of a member of Staff because they are unsuitable to work with children, a settlement agreement (formerly known as a compromise agreement) will not be used and a referral to the Disclosure and Barring Service will be made promptly if the criteria for a referral are met. Any such incidents will be followed by a review of the safeguarding procedures within the School, with a report being presented to the Governors without delay.
- 82 **Resignation:** If a member of Staff tenders his or her resignation, or ceases to provide his or her services to the School at a time when child protection concerns exist in relation to that person, those concerns will still be investigated in full by the School and a referral to the Disclosure and Barring Service will be made promptly if the criteria for a referral are met.
- 83 **National College for Teaching and Leadership:** Separate consideration will also be given to making a referral to the National College for Teaching and Leadership where a teacher has been dismissed (or would have been dismissed had he or she not resigned) because of unacceptable professional conduct, conduct that may bring the profession into disrepute, or a conviction at any time for a relevant offence.

Effective date of the policy	31 August 2020
SLG Responsible Member	Andrew Free, Deputy Head

Authorised by	Board of Governors
Signed	Mark Edwards, Chair of Governors
Date	31 August 2020

Appendix 1 Risk Assessment for Home visits during COVID-19 pandemic

Activity:	Schools carrying out Home Visits during Coronavirus (Covid-19) Pandemic	School/Setting:	Queen's College, Taunton
Assessor:	Andrew Free	Distribution:	All staff involved in Home Visits
Date:	20/7/2020	Proposed Review Date:	July 2021
		Signed:	

Hazard	Risk	Individuals at risk	Risk Rating	Control Measures What are we doing now?	Notes/Additional Control Measures What more do we need to explain/do?	Residual Risk
A. Spread of Covid-19 virus to others. Any person becoming unwell at work. There is a confirmed case of coronavirus at work/in the home.	Infection spread leading to serious respiratory illness, death	All with whom we have close contact – colleagues, students and their family members	High	<input type="checkbox"/> For details regarding covid-19 symptoms and when to go home, get tested and self-isolate, hand and respiratory hygiene, personal protection and PPE etc. – refer to the existing Queen's College Whole Site Covid-19 Risk Assessment .	Ensure all staff are aware.	MEDIUM
B. Inadequate hand, respiratory and personal hygiene leading to spread of Covid-19 virus to others.	Infection spread leading to serious respiratory illness, death	All with whom we have close contact – colleagues, students and their family members	High	<input type="checkbox"/> For further details regarding hand and respiratory hygiene – refer to the existing Queen's College Whole Site Covid-19 Risk Assessment . <input type="checkbox"/> All staff will be reminded to wash their hands often and before leaving home, on arrival at work/a student's home and before and after handling paperwork that has been handled by students/parents, putting on or taking off PPE, eating/drinking, using the toilet, using public transport and after coughing or sneezing and not to touch face (eyes, mouth, nose) with hands that are not clean. <input type="checkbox"/> Wash hands with liquid soap & water for a minimum of 20 seconds and pat dry properly. Alcohol based hand cleansers/gels (containing at least 60% alcohol) can be used if soap and water are not available. <input type="checkbox"/> Minimise the contact on arrival at the home e.g. by calling to inform of your arrival rather than ringing the doorbell. If you must ring the doorbell/knock, sanitise hands after.	Regular reminders to build awareness of good handwashing technique & the need to increase frequency, avoid touching your face and to cough or sneeze into a tissue which is binned safely, or into your arm if a tissue is not available. Stocks of tissues, hand sanitiser and anti-viral wipes provided to staff prior to home visits (sanitiser NOT to be left in vehicles).	MEDIUM

				<ul style="list-style-type: none"> <input type="checkbox"/> Staff advised to avoid public transport wherever possible – where not possible, staff reminded to be vigilant and not to touch eyes, nose or mouth whilst on or after using public transport and to wash hands (as above) on arrival at work, at any home/setting visited or on return to work/home. It is now mandatory for a face-covering to be worn on all types of public transport. <input type="checkbox"/> Where used in the home, toilet lids should be closed prior to flushing and remain closed after use. Where not in place, staff instructed to move away from the toilet as soon as it has been flushed, more frequent cleaning of the toilets and most importantly, ensuring that strict hand hygiene measures are observed following every visit to the toilet. <input type="checkbox"/> Sneeze into a tissue or sleeve NEVER into hands. Wash hands immediately after (as above). <input type="checkbox"/> Used tissues to be put in a bin immediately. 	Either staff provide their own cloth face-covering or are given disposable face-masks for the journeys to and from the home.	
C. Inappropriate social distancing and cleaning measures followed leading to spread of Covid-19 virus to others	Infection spread leading to serious respiratory illness, death	All with whom we have close contact – colleagues, clients	High	<ul style="list-style-type: none"> <input type="checkbox"/> All to observe social distancing in line with government guidance as much as possible - 'Staying alert and safe (social distancing).' <input type="checkbox"/> Wherever possible, find digital or remote alternatives to physical, in-home visits such as video or phone consultations. <input type="checkbox"/> Assist the test and trace service by keeping a temporary record of staff home visits for 21 days and assist NHS Test and Trace with requests for that data if needed. <p>Prior to Arrival</p> <ul style="list-style-type: none"> <input type="checkbox"/> Prior to arrival gain information on any known, or suspected, cases of COVID-19 in the home. <input type="checkbox"/> No work should be carried out in a household which is isolating because one or more family members has symptoms or where an individual has been advised to shield - unless it is to remedy a direct risk to the safety of a student. <input type="checkbox"/> When visiting a household where somebody is clinically vulnerable, but has not been asked to shield, e.g. a home resident is someone over 70, prior arrangements will be made with the household: <ul style="list-style-type: none"> - ask that clinically vulnerable occupants to stay in a separate room while the visit takes place. If this is not possible, they should stay as far away from you as possible; - prior arrangements should be made with vulnerable people to avoid any face-to-face contact e.g. when answering the door; - be particularly strict about hand washing and respiratory hygiene. 		MEDIUM

				<ul style="list-style-type: none"> <input type="checkbox"/> Discuss the home environment and working practices with householders in advance (and on arrival) to confirm how the work will be carried out if a physical visit is needed including: <ul style="list-style-type: none"> - keeping 2m distance from staff wherever possible; - requesting that the meeting be held outdoors if possible. if not possible ask the household to open windows in the room you will meeting in to ensure good ventilation; - ask that households leave all internal doors open to minimise contact with door handles. <input type="checkbox"/> Plan for the minimum number of people needed to visit the home to operate safely and effectively. <input type="checkbox"/> Where the social distancing guidelines cannot be followed in full take all the mitigating actions possible to reduce the risk of transmission between staff/households: <ul style="list-style-type: none"> - further increase the frequency of hand washing and surface cleaning; - keep the activity time involved as short as possible; - reduce the number of people each person has contact with by using 'fixed teams or partnering' (so each person works with only a few others) - use a fixed pairing system if people have to work in close proximity; - introduce fixed pairing to have the same individuals allocated to a household; - limit the number of staff within a confined space to maintain social distancing. <p>Arriving at and leaving a home</p> <ul style="list-style-type: none"> <input type="checkbox"/> Maintain social distancing wherever possible, including on arrival and departure and ensure handwashing upon arrival. <input type="checkbox"/> Consider travelling to sites alone using your own transport, where insurance allows. <input type="checkbox"/> If staff have no option but to travel together, the following should be encouraged: <ul style="list-style-type: none"> - journeys should be with the same individuals and limited in the number of people travelling per vehicle; - maintain good ventilation, e.g. keeping windows open and passengers facing away from one another to reduce risk of transmission; 	
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				<ul style="list-style-type: none"> - staff should wash their hands before getting into enclosed vehicles with others and wash their hands every time they get out. To help with this, staff will carry their own supply of hand sanitiser; - clean vehicles regularly using gloves and standard cleaning products, with emphasis on handles and other areas where passengers may touch surfaces; - where possible, match workers to households local to them to minimise transportation; - wash hands on arrival and maintain social distancing when entering the home. <p>In-Home Meetings</p> <ul style="list-style-type: none"> <input type="checkbox"/> Only absolutely necessary participants should attend appointments and should maintain social distancing guidelines (2m or 1m with risk mitigation where 2m is not viable, is acceptable).. <input type="checkbox"/> Keep the visit time involved as short as possible. <input type="checkbox"/> Use back-to-back or side-to-side working (rather than face-to-face) whenever possible. <input type="checkbox"/> Avoid transmission during visits, e.g. from sharing pens and other objects. <input type="checkbox"/> Hold meetings outdoors or in well-ventilated rooms whenever possible. <input type="checkbox"/> Bring your own water bottle or other drink to households. <input type="checkbox"/> Limit the areas visited within the home. <p>Interacting with householders</p> <ul style="list-style-type: none"> <input type="checkbox"/> Ensure people understand what they need to do to maintain safety. <input type="checkbox"/> We will provide staff with information about how to operate safely in people's homes. <input type="checkbox"/> Communicate with households prior to arrival, and on arrival, to ensure the household understands the social distancing and hygiene measures that should be followed during the meeting. <p>Cleaning practices</p> <ul style="list-style-type: none"> <input type="checkbox"/> Prevent transmission by not touching potentially contaminated surfaces. <input type="checkbox"/> Clean shared vehicles between visits or on handover. <input type="checkbox"/> Vehicles taken home by staff to be cleaned frequently and prior to use by another person. <input type="checkbox"/> Reduce transmission through contact with objects that come into or 	
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				are removed from the home.				
D. Inadequate personal protection & PPE leading to spread of Covid-19 virus to others.	Infection spread leading to serious respiratory illness, death	All with whom we have close contact – colleagues, clients	High	<input type="checkbox"/> Current Government guidance is that no additional PPE will be required other than that normally used for specific tasks. <input type="checkbox"/> There are some circumstances when wearing a face covering may be marginally beneficial as a precautionary measure. A face covering can be very simple and may be worn in enclosed spaces where social distancing isn't possible. It just needs to cover your mouth and nose. It is not the same as a face mask, such as the surgical masks or respirators used by health and care workers. <input type="checkbox"/> For further details regarding PPE and face coverings – refer to the existing school ' Queen's College Whole Site Covid-19 Risk Assessment . <input type="checkbox"/> If any staff use public transport to get to student's homes, staff are advised it is mandatory to wear a face covering. It is important to use face coverings properly (How to wear & make a cloth face covering) and wash their hands before putting them on and after taking them off.	<p>PPE beyond what you usually wear is not beneficial. The exception is clinical settings, like a hospital, or a small handful of other roles for which PHE advises use of PPE, e.g., first responders. We will not encourage the precautionary use of extra PPE to protect against COVID-19 outside clinical settings.</p> <p>Unless you are in a situation where the risk of COVID-19 transmission is very high, your risk assessment should reflect the fact that the role of PPE in providing additional protection is extremely limited. However, if your risk assessment does show that PPE is required, then you must provide this free of charge to workers who need it. Any PPE provided must fit properly.</p>	MEDIUM		
Further Action Required					Date Action Completed	Date RA Reviewed	Significant Changes Y/N	Shared with Staff Date or N/A
<p>This risk assessment must be read and followed in conjunction with other applicable risk assessments e.g.: Home Visits, Driving for work purposes; Lone working etc. and:</p> <ul style="list-style-type: none"> • Stay at home guidance for households with possible Covid-19 infection • Guidance on shielding & protecting extremely vulnerable persons from Covid-19 • Staying alert & social distancing from 04/07/20 • Meeting people from outside your-household - making a support bubble with another household • Staying safe outside your home • Coronavirus (Covid-19) Getting tested- Essential Workers • Coronavirus Covid-19 safer travel guidance for passengers • Safe working in education, childcare and children's social care settings, including the use of PPE • HSE Face Fit Testing Guidance • How to wear & make a cloth face covering 								