

Accessible Education Provision for Neurodivergent Children
through graduated interventions and academic support.



*An organisation that aims to improve every child's life
by being closer to nature,
providing equality in learning
and promoting well-being*

CODE OF CONDUCT POLICY FOR RAW LEARNING

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1. Introduction

Raw Learning has created this Code of Conduct to ensure that we provide an environment where everyone is safe, happy, and treated with respect in accordance with the statutory safeguarding guidance included in 'Keeping Children Safe in Education.' It also covers acceptable use of technologies, facilitator/learner relationships and communications and the use of social media.

2. Aims and Objectives

The aim of this policy is to set and maintain the standards of conduct that all facilitators are expected to follow when working at Raw Learning. In addition, we expect all facilitators to act with personal and professional integrity while respecting the safety and wellbeing of others.

3. Behaviour

Facilitators are expected to act as a role model for learners by consistently demonstrating high standards of behaviour. This Code of Conduct is not exhaustive, and there will be situations that arise that are not covered by the Code. Facilitators should use their professional judgement and always act in the best interests of the school and its learners.

Facilitators should set an example to our learners by:

- Maintaining high standards in attendance and punctuality.
- Never using inappropriate or offensive language in the provision.
- Treating learners and others with dignity and respect.
- Showing tolerance and respect for the rights of others.
- Not undermining the fundamental British values of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

- Expressing personal beliefs in such a way that we do not overly influence learners, exploit their vulnerabilities, or lead them to break the law.
- Understanding the statutory frameworks in which they must act.

4. Safeguarding

All facilitators have a duty to safeguard learners from harm, including physical, emotional, and sexual abuse or neglect, and to report any concerns you may have. Facilitators must familiarise themselves with our Safeguarding Policy and procedures, the Prevent initiative and the processes to follow if they do have a concern about a child as child protection is one of our highest priorities.

Our Designated Safeguarding Lead is **Rachel King** and our Deputy Designated Safeguarding Lead is **Nicola Wiltshire**.

5. Facilitators/Pupil Relationships

The ethos of Raw Learning is to provide a safe, nurturing environment where our learners can grow in self-esteem and feel supported to achieve their potential. Facilitators are expected to develop a nurturing relationship with each individual pupil while observing the proper boundaries that are appropriate to their professional position. They should always act in a fair and transparent way. They must not exchange personal contact details with learners, including social media profiles, nor seek contact with learners outside of school.

6. Communication and Social Media

Use of technology equipment:

Facilitators must not use technology in the provision to view material that is illegal, inappropriate, or offensive. This includes, but is not limited to, sending obscene emails, gambling, and viewing pornography or other inappropriate content.

Facilitators must not use personal mobile phones or school equipment for personal use during school hours or in front of learners, although they are permitted to check their phones when not in directed time with the children. A personal mobile phone must be stored in personal property away from the children in line with our Safeguarding Children Policy. Facilitators are permitted to use a personal mobile phone or camera to take pictures of the learners while they are at work, but these photos must be immediately deleted off their phone once they have been uploaded to our secure Facebook Page for our parents to view.

Social Networking Sites:

Facilitators must ensure that they do not post any images online that can identify learners who attend our setting without the child's oral consent **and** the written consent of their parent/carer.

7. Attendance

Facilitators are required to be punctual for the start of their working day, leaving enough time to prepare before the learners arrive.

Facilitators must notify us by telephone, as soon as it is possible to do so, if they are going to be late or absent for any reason. Please note, due to the procurement process for Raw Learning, sick pay is **not** available for absence due to personal illness.

8. Confidentiality

Any and all information gained during the course of a facilitator's duties about the learners and their families should be treated with the strictest confidence.

All documentary or confidential information must be kept securely and must not be disclosed either orally or in writing to any unauthorized person. Conversations relating to confidential matters should not take place in situations where they could be overheard or used to humiliate, embarrass, or blackmail others.

However, this does not overrule your duty to report child protection concerns to the appropriate channel if you believe a child is at risk of harm.

9. Honesty and Integrity

Facilitators should maintain high standards of honesty and integrity at all times in their role. This includes when dealing with learners and other facilitators, handling money, claiming expenses, and using school property and facilities.

Facilitators will not accept bribes.

Facilitators will ensure that all information given to Raw Learning about their qualifications and professional experience is correct.

10. Dress Code

Facilitators should dress in an appropriate manner to present a professional image to learners and their parents/carers and to members of the public when accompanying children outside the provision, or when representing Raw Learning at social events and when meeting clients.

Facilitators are required to provide and wear suitable outdoor shoes such as boots for use at the setting. Clothing should not display offensive or political slogans. Outfits must not be overly revealing, and we ask that tattoos are covered up.

11. Language

We expect the highest standard of language to be used around our learners as we act as a role model for them to imitate and copy. We will not tolerate inappropriate or offensive language, including but not limited to racist or sexist language, personal insults, and offensive nicknames. We expect learners and facilitators to be spoken to respectfully and in a moderate tone of voice. We understand that disagreements can occur over time, but we would still expect these to be resolved in a respectful manner.

12. Conduct Outside of Work

As members of Raw Learning, facilitators are a role model for our learners and their families. Please be aware that you still represent the provision and its reputation when you are away from work and we ask that you do not act in a way that would bring the provision or the teaching profession into disrepute. This covers relevant criminal offences, such as violence or sexual misconduct, as well as negative comments about the provision on social media. Any breach of this will result in disciplinary action.

13. Holidays

Raw Learning runs term time only and is closed for public and bank holidays. You must not arrange to take a holiday during term time. However, time off may be authorized in exceptional circumstances.

14. Disciplinary Procedures

As a small private business, we observe the ACAS Code of Practice when dealing with a disciplinary matter. Please see www.acas.org.uk for more information.

This policy was adopted by	Raw Learning
On	2 nd August 2024
Date to be reviewed	2 nd August 2025
Signed on behalf of the provider	<i>Rachel King</i>
Name of signatory	Rachel King
Role of signatory	Director