

International British Theatre School

Staff Behaviour & Code of Conduct Policy

[International British Theatre School](#) expects all members of staff to follow our **Staff Behaviour Policy**, which sets clear guidance on the standards of behaviour required from our staff and volunteers. The guidance aims to encourage staff to meet the highest possible standards of conduct. [School](#) staff are in a position of trust, power, and influence as role models for the children in their care, and as such must demonstrate behaviour that sets a good example to all users of the setting, whilst maintaining clear boundaries.

[School](#) staff also have a responsibility to maintain their reputation and the reputation of the [International British Theatre School](#), both during and outside of working hours.

Behaviour

Our staff team are ambassadors for [International British Theatre School](#) and we expect them to conduct themselves professionally at all times. Staff should treat anyone attending the [School](#) (children, parents/carers and visitors) courteously and with respect.

We expect staff to value all the children as individuals and to comply with the [International British Theatre School's Equalities policy](#) at all times.

Swearing and abusive or aggressive behaviour are not tolerated from anyone at the [School](#). If any member of staff exhibits such behaviour, they will be subject to the [School's](#) disciplinary procedures. For more details see our **Aggressive Behaviour policy** and **Staff Disciplinary policy**.

Dress code

Whilst working at [International British Theatre School](#), staff will need to help to set up and pack away the setting each day, facilitate craft activities when required and engage in physical activities with students. The clothing and footwear worn should be chosen accordingly, taking into account comfort, health and safety, and practicality. Revealing or excessively tight clothing is not acceptable. A staff member may be asked to change if their clothing is not deemed appropriate by the manager or club/camp leader.

Whilst on duty, all staff should wear the approved Lanyard and name badge at all times.

On the Monday and Friday of each camp, staff should wear the provided company T-shirts / Jumpers / additional clothing with labels so that parents can easily identify them.

During the remaining days, staff should follow the following dress code:

- T-shirt, shirt, or jumper
- Jogging bottoms / knee length shorts / cargo pants - leggings, yoga pants, and similar are not permitted
- Skirts and dresses must be at least knee length.
- No religious symbolism
- No political symbolism or symbolism alluding to one's own personal political beliefs

Confidentiality and social media

Staff must not pass on any information about children attending the [School](#), or their parents/carers and families, to third parties without their permission. ('Third parties' includes other parents, friends, other children at the Club, the press, etc.) The only exception to this rule is information sharing with specific external agencies if there is a safeguarding issue, such as the Police or Local Authority social care team.

Posting any material relating to the [School](#) or its users on social media sites (unless *expressly* permitted by the Manager) is forbidden. Any staff who breach this rule will face disciplinary action.

See our **Data Protection policy**, **Social Media policy**, **Safeguarding policy** and **Staff Disciplinary policy** for more details.

Use of mobile phones, wearable technology, and cameras

Staff personal mobile phones must be kept in their bags during working hours.

If a member of staff needs to make an urgent, personal call they can use the [School](#) phone or make a personal call from their mobile in the staff toilets.

If a member of staff has a family emergency or similar and needs to keep their mobile phone to hand, they must obtain prior permission from the manager, deputy manager, or camp/club leader.

Staff may only use the club camera to take photographs of children at the [School](#), except with the express permission of the Manager.

Staff must **never** use their personal mobile phones, wearable technology, or cameras to take photographs at the [School](#). Doing so will be considered gross misconduct and may result in dismissal.

Wearable technology, such as Smartwatches, Fitbits, or similar (this list is not exhaustive), are permitted to be worn by staff. They may only be used as a watch when working with children. This means that all other functions, such as cameras, must be disabled.

See our **Mobile Phone and Wearable Technology policy**, **Safeguarding policy** and **Staff Disciplinary policy** for more details.

Smoking, alcohol and drugs

Staff are not permitted to smoke anywhere on the [School](#) premises, including the outside play areas. This includes Vaping and E-cigarettes, or any similar device.

Staff are not permitted to bring alcohol or drugs onto the [School](#) premises. If a member of staff arrives at work under the influence of alcohol or drugs they will be asked to leave immediately and disciplinary and/or legal action will be taken.

If a member of staff is taking prescription drugs which might affect their ability to function effectively, they must inform the Manager.

Any prescribed medication needed by a staff member whilst at the [School](#), must be stored safely in their own bag out of reach and sight of the children attending the [School](#).

See our **Smoking, Alcohol and Drugs policy** for more details.

Staff Conduct and Suitability

Staff are expected to maintain high standards of behaviour and are expected to disclose any convictions, cautions, reprimands, warnings, or other incidences that may affect their suitability to work with children.

Low level concerns will be dealt with through the supervision procedures with your immediate line manager. Allegations about staff conduct will be handled in line with the staff disciplinary policy.

Any member of staff should feel confident to raise concerns about safe practice or other concerns about adults working with children in confidence and in line with the whistleblowing policy.

Staff are reminded to maintain appropriate boundaries with students of all ages. [School](#) staff are in a position of trust, power, and influence as role models for the children in their care, and as such must demonstrate behaviour that sets a good example to all users of the setting. For more information, see our [Safeguarding policy](#) and [Staff Disciplinary policy and procedure](#).

Gross misconduct

Staff will be dismissed without notice if they are found to have committed an act of gross misconduct. Examples of gross misconduct include, but are not restricted to:

- Child abuse
- Failing to comply with health and safety requirements
- Physical violence
- Ignoring a direct instruction given by the manager
- Persistent bullying, sexual or racial harassment
- Being unfit for work through alcohol or illegal drug use
- Theft, fraud or falsification of documents
- Being disqualified under the terms of the Statutory Framework for the Early Years Foundation Stage (Section 75 of the Childcare Act 2006) or the Children's Act 1989.

The Manager will investigate the alleged incident thoroughly before any decision to dismiss is made. For full details see our [Staff Disciplinary policy](#).

This policy was adopted by: International British Theatre School	Date: 31.10.2024
To be reviewed: 31.10.2025	Signed: Ben Whiteside

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2021): Safeguarding and Welfare Requirements: Child Protection [3.4-3.8], Suitable people [3.11, 3.13, 3.19] and Disqualification [3.14-3.16], Safety and suitability of premises, environment and equipment [3.55], Information and records [3.69]*