



Diocese of Chelmsford Vine Schools Trust

## **Addendum to Code of Conduct Policy (H013)**

# **Conduct through the Coronavirus Pandemic**

This policy is a mandatory policy for all Vine schools and must be implemented with no amendments.

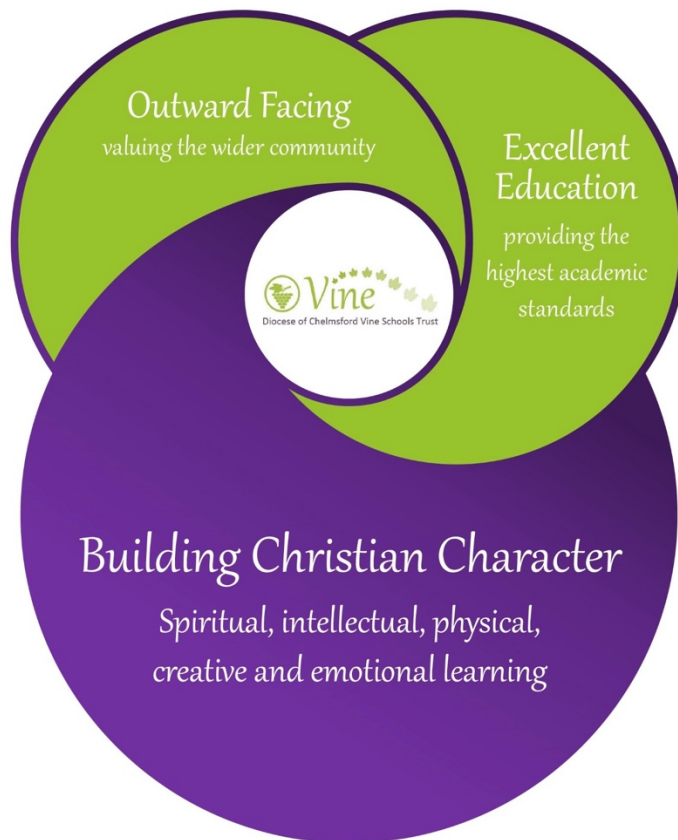
**"I am the vine; you are the branches.  
If you remain in me and I in you, you will bear much fruit"  
(John 15:5)**



Diocese of Chelmsford Vine Schools Trust

## Vision & Values

- V** **Valuing every person**
- I** **Inspiring great teaching**
- N** **Nurturing academic excellence and Christian Character**
- E** **Excelling, unlocking great potential**



## Conduct during the Coronavirus Pandemic

1. The Vine Schools Trust Board of Directors expect the whole school community to behave responsibly during the Pandemic, and act in a way which protects and minimises the risk to themselves and others and enables maximum attendance by both staff and pupils.
2. There are strict measures in each school, governed by risk assessments and guidelines, which everyone employed/engaged by the school is expected to familiarise themselves with, including any updates as they occur. Any individuals who require clarification of any aspect of the measures/risk assessments must seek guidance/clarification from their line manager without delay.
3. All guidelines and requirements set out in the risk assessments and through reasonable management instruction must be complied with at all times whilst working at the school.
4. In addition, all individuals employed/engaged by the school (including staff, volunteers and third-party workers) are expected to behave responsibly and act in line with current latest Government Regulations and Guidelines on Covid-19 outside of work to protect themselves and others.
5. This includes:
  - a. Keeping your distance from people outside your household or support bubble;
  - b. Limiting social interactions in line with limits set by the Government;
  - c. Ensuring high levels of hygiene are maintained, particularly regular hand washing;
  - d. Wearing face coverings where required to do so by Government guidelines and regulations, except where exempt;
  - e. Following Government guidance on testing and ensure that where symptoms are present a test is taken as soon as reasonably practicable and self-isolating, along with any household members, until the outcome is available.
  - f. Any individuals who test positive for Covid-19 must notify the school immediately and self-isolate until the end of the recommended period;
  - g. Fully co-operating with the NHS track and trace service, observing any requirement to self-isolate following contact with an infected person and not returning to school until the recommended period of self-isolation has been completed;
  - h. Continuing to report absence in line with school requirements, including where any absence relates to Covid-19 or the need to self-isolate;
  - i. Not booking holidays which it is known require quarantine on return to the UK and will thereby prevent the fulfilment of contractual obligations to attend work.
6. All individuals working at the school are responsible for ensuring the steps set out above are complied with to meet the following objectives:
  - a. maximising levels of attendance for adults and students;
  - b. enabling the school to maintain high quality provision of education to all students;
  - c. maintaining public confidence in the profession and the school;
  - d. avoiding reputational damage to the school.
7. The Vine Schools Trust reserves the right to take appropriate action, including disciplinary action, where these objectives are put at risk by an individual's conduct.
8. This document will be reviewed termly and updated if and when necessary otherwise this current version will remain in place.

September 2020