



Disciplinary Procedure

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Adopted by (body): Chair of Staffing & Remuneration Committee

WELLBEING POLICY
DEVELOPMENT
STRATEGY HUMAN PEOPLE
RESOURCES
CHANGE MANAGEMENT
SUCCESSION PLANNING
CONFIDENTIALITY

Collaborate Ability to work effectively as a team

Empower Ability to take initiative and problem solve in order to improve performance

Lead To lead by example and achieve shared goals

Transformation Ability to recognise a need for change and adapt accordingly



CELT Vision

Our vision is for our trust to be a learning organisation in the truest sense.

At the heart of our vision for education is a self-improving school-led system which has the best evidence-led practice and in which every child fulfils their potential. This is a learning community in which:

- Our leaders are driven by moral purpose. They are outwards focused and not afraid to take risks to achieve system transformation. The focus of policy is on continually improving the quality of teaching.
- Our teachers strive to be outstanding. They work across organisational boundaries to promote a collective sharing of knowledge, skills, expertise and experience in order to deepen pupil learning.
- The individual talents and strengths of our pupils are recognised and nurtured. A passion and curiosity for learning is sustained in every child from the moment they join us. A CELT pupil leaves our family of academies with a purpose, and the confidence to fulfil that purpose.
- Our parents are engaged in our learning community and actively work in partnership with us to raise the level of attainment and aspiration of every child.

CELT Mission

“Learning together to help every child achieve more.”

We believe there is no limit to what every child can achieve, and that every child deserves the chance to fulfil their potential.

As a learning community we are on an ambitious journey. We want to deliver a model for education in the 21st century which instils curiosity and a love for learning in every child so that they develop into young adults who contribute to humanity, follow their passions, and think for themselves.

By learning and improving together – as part of a global learning community – we create much richer and more sustainable opportunities for rigorous transformation than can be provided by any one of our academies alone.

**COLLABORATE
EMPOWER
LEAD
TRANSFORM**

Should you require further information, please contact
The Governance Officer.

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CELT Wellbeing Statement

At CELT we are committed to providing a healthy working environment and improving the quality of working lives for all staff. CELT aims to ensure that our values are embedded in everything we do as a Trust and that staff are recognised as our greatest asset.

CELT defines wellbeing as; 'Creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves, pupils, colleagues and CELT.' All staff are expected to promote a culture of wellbeing. We are committed to the integration of a wellbeing strategy in all our work activities, policy and procedures.

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Policy statement

- 1.1 The aims of this Disciplinary Procedure and its associated Disciplinary Rules, as set out in Appendix 1, are to set out the standards of conduct expected of all staff and to provide a framework within which Cornwall Education Learning Trust can work with employees to maintain satisfactory standards of conduct and to encourage improvement where necessary.
- 1.2 It is the Trust's policy to ensure that any disciplinary matter is dealt with fairly and that steps are taken to establish the facts and to give employees the opportunity to respond before taking any formal action.
- 1.3 This procedure does not form part of any employee's contract of employment and it may be amended at any time following consultation with staff and recognised trade unions. We may also vary application of this procedure, including any time scales for action, as appropriate, with the mutual agreement of the employee.
- 1.4 The policy has been implemented following consultation with staff and recognised trade unions. It has been formally adopted by the Staffing and Remuneration Committee.

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Scope and purpose of policy

- 2.1 The procedure applies to all employees regardless of length of service excluding those in their probationary period where separate arrangements apply. It does not apply to agency workers or self-employed contractors.
- 2.2 Where the employee subject to this procedure is a trade union representative we will, depending on the circumstances, discuss the matter with an official employed by that trade union after obtaining the employee's agreement.
- 2.3 This procedure is used to deal with misconduct. It does not apply to cases involving genuine sickness absence, proposed redundancies or poor performance. In those cases reference should be made to the appropriate policy or procedure which can be obtained from the HR team.

- 2.4 Minor conduct issues can often be resolved informally between employees and their line manager. These discussions should be held in private and without undue delay whenever there is cause for concern. Where appropriate, a note of any such informal discussions may be retained in a management file. In some cases, informal records may be referred to as part of any future disciplinary proceedings where appropriate. Formal steps will be taken under this procedure if the matter is not resolved, or if informal discussion is not appropriate (for example, because of the seriousness of the allegation).
- 2.5 Employees will not normally be dismissed for a first act of misconduct, unless the Trust decides that the conduct amounts to gross misconduct or the employee has not completed a probationary period when probation procedures will apply in accordance with the Probationary Policy which can be obtained from HR.
- 2.6 As recognisable figures in the local community the behaviour and conduct of staff in Cornwall Education Learning Trust outside of work can impact on their employment. Therefore, conduct outside work may be treated as a disciplinary matter if it is considered that it is relevant to the employee's employment (see disciplinary rules).
- 2.7 We offer access to confidential counselling should you require it, which is available on request. The details to access this service can be obtained from the HR team.

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Confidentiality and data protection

- 3.1 It is the aim of the Trust to deal with disciplinary matters sensitively and with due respect for the privacy of any individuals involved. All employees must treat any information communicated to them in connection with an investigation or disciplinary matter as confidential.
- 3.2 Employees, and anyone accompanying them (including witnesses), must not make electronic recordings of any meetings or hearings conducted under this procedure.
- 3.3 Employees will normally be told the names of any witnesses whose evidence is relevant to disciplinary proceedings against them, unless there is good reason that a witness's identity should remain confidential.
- 3.4 During informal action, formal investigation and any subsequent stages of the procedure, the Trust will collect, process and store personal data in accordance with our data protection policy. The data will be held securely and accessed by, and disclosed to, individuals only for the purposes of completing the disciplinary procedure. Records will be kept in accordance with our Workforce Privacy Notice and Retention and Destruction procedures and in line with the requirements of Data Protection Legislation (being (i) the General Data Protection Regulation ((EU) 2016/679) (unless and until the GDPR is no longer directly applicable in the UK) and any national implementing laws, regulations and secondary legislation, as amended or updated from time to time, in the UK and then (ii) any successor legislation to the GDPR or the Data Protection Act 1998, including the Data Protection Act 2018). Any breach of data protection may constitute a disciplinary offence and be dealt with under this procedure.

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Allegations

- 4.1 Allegations may be brought to the Trust's attention in a number of ways and through a variety of sources. Appendix 1 sets out the disciplinary rules. As with disclosures made by children and young people, adults need to be aware that in making an allegation it is not always possible to keep the matter confidential. The Headteacher/Manager will need to decide upon the most appropriate course of action and may choose to proceed with an investigation even if the person making the allegation does not want them to.
- 4.2 Allegations which involve issues of child protection and/or abuse of children by staff should be referred immediately to the Designated Officer of the Local Authority (LADO). See the Allegations of Abuse Against Staff Policy for further guidance on the management of this type of allegation. No further action under this procedure will usually be taken until the Designated Officer of the Local Authority has been consulted.

Investigations

5.1 Preliminary investigation

- 5.1.1 Upon receiving any allegations against employees it is likely that further information will be required to establish what the next course of action should be. The Headteacher/Manager should seek to establish the basic facts of the situation; this may involve looking at records, speaking to witnesses, reviewing CCTV etc.
- 5.1.2 A preliminary investigation meeting may be held with the employee to establish the basic facts of the circumstance and to enable the Headteacher/Manager to determine whether further investigation is required. Such a meeting can sometimes give a reasonable explanation in response to allegations which then enables the matter to be concluded. A preliminary meeting will not be required in all cases and it is for the Headteacher/Manager to decide if this is appropriate.
- 5.1.3 Where the employee subject to this procedure is a trade union representative we will, depending on the circumstances, discuss the matter with an official employed by that trade union after obtaining the employee's agreement.

5.2 Further investigation

- 5.2.1 After a preliminary investigation where it is determined that there is a need for investigation, or if the concerns are serious enough to warrant a full investigation immediately, the Headteacher/Manager will usually appoint an Investigating Officer to carry out the investigation. This will be an appropriate person to the nature of the allegations and the role of the employee. In the case of allegations made against a Headteacher, the Trust Lead will be responsible for the management of the procedure and determining an appropriate investigating officer, either internally or externally.
- 5.2.2 All Investigating Officers will be provided with guidance regarding the role of the Investigating Officer and principles of carrying out employee investigations in line with ACAS guidance.
- 5.2.3 The purpose of an investigation is to establish a fair and balanced view of the facts relating to any disciplinary allegations made against an employee, before deciding whether to proceed with a disciplinary hearing. The amount of investigation required will depend on the nature of the allegations and will vary from case to case. It may involve interviewing and taking statements from the employee and any witnesses, and/or reviewing relevant documents and other information.

- 5.2.4 It may be necessary to interview witnesses who may have information that is relevant to the allegations. A record of the meeting will be made and the witness will have the opportunity to review the record, make amendments for clarification purposes and sign and date the record. The Trust recognises that some employees may find this difficult or worrying, however all employees are expected to fully participate in any such investigation.
- 5.2.5 Investigation meetings are solely for the purpose of fact-finding and no decision on formal disciplinary action will be taken until after a disciplinary hearing has been held. A record of the meeting will be made and the employee will have the opportunity to review the record, make amendments for clarification purposes and sign and date the record.
- 5.2.6 Employees must co-operate fully and promptly in any investigation. This will include providing the names of any relevant witnesses, disclosing any relevant documents or information and attending investigative interviews if required. As each investigation will vary in length and complexity it will be completed in as short a time frame as possible.
- 5.2.7 If the employee has difficulties at any stage of the procedure because of a disability they should discuss the situation with their line manager as soon as possible. This will enable the Trust to discuss and determine any reasonable adjustments which may be required.

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Criminal charges

- 6.1 Where conduct is the subject of a criminal investigation, arrest, charge or conviction the facts will be investigated before deciding whether to take formal disciplinary action. Disciplinary action will not be automatic and will depend upon the circumstances. Particular consideration will be given to whether it could affect the employee's suitability to conduct the role. Employees should inform their Headteacher/Manager as soon as possible if they are involved in a criminal investigation, arrest, or are subject to a charge or conviction. Failure to notify their Headteacher/Manager may result in disciplinary action.
- 6.2 The Trust will not always wait for the outcome of any prosecution before deciding what action, if any, to take. Where employees are unable or have been advised not to attend an investigation meeting or disciplinary hearing or say anything about a pending criminal matter, a decision may have to be made based on the available evidence.
- 6.3 A criminal investigation, charge or conviction relating to conduct outside work may be treated as a disciplinary matter if it is considered that it is relevant to the employee's employment.
- 6.4 Where a criminal investigation relates to allegations of abuse of children or young people the Trust will co-operate and share information about the employee with other relevant agencies as appropriate.

7

Suspension

- 7.1 In some circumstances it may be necessary to suspend the employee from work, where there are reasonable grounds to suspend. Examples of such reasonable grounds would be where the employee poses a potential risk of harm to pupils, or a threat to the organisation or employees, or their presence may make it difficult to investigate. Before considering suspension, the Trust will give the employee an opportunity to respond to allegations and subsequently consider the employee's response to the allegations.
- 7.2 Should a decision be made to suspend, the arrangements will be confirmed to the employee in writing as soon as possible, including the rationale behind the decision to suspend. The suspension will be for no longer than is necessary to investigate the allegations and conclude the disciplinary process. The arrangements and the reasons for suspension will be confirmed to the employee in writing as soon as possible or within one working day if in relation to a safeguarding concern or allegation.
- 7.3 Suspension of this kind is not a disciplinary penalty and does not imply that any decision has already been made about the allegations. Employees will continue to receive normal salary and benefits during the period of suspension.
- 7.4 Alternatives to suspension, for example re-organisation of duties, work location, temporary redeployment to another role etc will be explored where relevant before a decision to suspend is made. The nature and severity of the allegations will need to be considered as well as the employee's role and if their continued presence would result in potential harm to the organisation or others, or make it difficult to investigate.
- 7.5 Where allegations are made that involve the protection of children, suspension will not be considered to be automatic. A reasoned decision will be made based on all available information. Additional information on the management of these allegations is available in the Allegations of Abuse Against Staff Policy.
- 7.6 The suspension will be kept under review as the investigation progresses. As information is gathered it may become appropriate to lift the suspension during the course of the investigation or prior to any disciplinary hearing.
- 7.7 The decision to suspend or lift the suspension of an employee can be made by the Trust Lead.

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Disciplinary hearing

- 8.1 Following any investigation, if there are grounds for disciplinary action the employee will be required to attend a disciplinary hearing. The employee will be informed in writing of the allegations against them, the basis for those allegations, and what the likely range of consequences will be if it is decided at the hearing that the allegations are true. The following will also be included where appropriate:
 - 8.1.1 a summary of relevant information gathered during the investigation;
 - 8.1.2 a copy of any relevant documents which will be used at the disciplinary hearing; and
 - 8.1.3 a copy of any relevant witness statements, except where a witness's identity is to be kept confidential, in which case as much information as possible will be provided while maintaining confidentiality.
- 8.2 The Headteacher/Manager will be responsible for ensuring that all of the arrangements for the hearing are made and that the employee receives the appropriate paperwork and notice of the hearing.
- 8.3 At least 10 working days' written notice of the date, time and place of the disciplinary hearing will be given to provide the employee with a reasonable amount of time to prepare their case based on the information that they have been provided with.
- 8.4 If the employee cannot attend the hearing they should inform the Headteacher/Manager immediately. The employee may propose an alternative time for the meeting to take place and so long as the alternative time is reasonable and within 5 working days or as mutually agreed after the original scheduled date, the meeting will be postponed. Employees must make every effort to attend the hearing and failure to attend without good reason may be treated as misconduct in itself. Failure to attend without good reason, or persistent inability to do so (for example for health reasons), may lead to a decision being taken based on the available evidence.
- 8.5 The employee will be informed of their statutory right to trade union representation or accompaniment by an appropriate companion if required to attend a formal hearing.
- 8.6 If the employee chooses not to attend the hearing they may choose to send a written statement for consideration at the hearing or their trade union representative may attend on their behalf.

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Role of Companion at Meetings and Hearings

- 9.1 An employee has a right to bring a companion or trade union representative to any hearing or appeal where a formal warning may be issued or dismissal may be a potential outcome. The companion may be either an official trade union representative or a work colleague. The employee must inform the Headteacher/Manager conducting the meetings who their chosen companion is, in good time before the hearing. In addition, whilst employees do not normally have the right to bring a companion to an investigation meeting, employees are allowed to bring an official trade union representative or work colleague to the investigation meeting if one is available. No rearrangements will be made to the time and date of the investigation meeting to enable a companion to attend.
- 9.2 Should the employee choose to bring a companion or trade union representative to the hearing they will be responsible for making these arrangements and for providing their companion with any paperwork that they require for the hearing.
- 9.3 Acting as a companion is voluntary and colleagues are under no obligation to do so. If they agree to do so they will be allowed reasonable time off from duties without loss of pay to act as a companion.
- 9.4 If the choice of companion is not available at the time a hearing or appeal is scheduled, the employee may propose an alternative time for the hearing or appeal to take place and so long as the alternative time is reasonable and within 5 working days or as mutually agreed after the original scheduled date, we will postpone. If the employee's chosen companion will not be available for more than 5 working days afterwards, we may ask the employee to choose someone else.
- 9.5 A companion may make representations, ask questions, and sum up the employee's position, but will not be allowed to answer questions on the employee's behalf. The employee may confer privately with their companion at any time during a meeting.
- 9.6 We may allow the employee to bring a companion who is not a colleague or trade union representative (for example, a family member) as a reasonable adjustment if the employee has a disability, or if they have difficulty understanding English.

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Procedure at disciplinary hearings

- 10.1 The hearing will be chaired by the Headteacher/Manager or a panel of Governors/Trustees. They will have had no prior involvement in the case. The Investigating Officer will also normally attend to present the investigation. HR advice will be provided and a note taker may also be present.
- 10.2 At the disciplinary hearing the Investigating Officer will go through the allegations against the employee and the evidence that has been gathered. The employee (or their companion on their behalf) will be able to respond and present any evidence of their own. A format for a disciplinary hearing is attached at Appendix 2.
- 10.3 Relevant witnesses may be asked by the Investigating Officer or the employee to appear at the hearing. The employee must give sufficient advance notice if they wish to call witnesses to ensure that there is time to arrange their attendance. The employee will be given the opportunity to respond to any information given by a witness. The Chair will determine on a case-by-case basis whether it is fair and reasonable to allow the employee to cross-examine witnesses, e.g. where the Chair decides that a fair hearing could not be held otherwise.
- 10.4 The Chair may adjourn the disciplinary hearing if there is a need to carry out any further investigations such as re-interviewing witnesses in the light of any new points that have been raised at the hearing. The employee will be given a reasonable opportunity to consider any new information obtained before the hearing is reconvened.
- 10.5 The employee will be informed in writing of the decision and the reasons for it as soon as practicable but usually within 5 working days of the disciplinary hearing. Where possible this information will also be explained to the employee in person.

Disciplinary penalties

- 11.1 The Headteacher/Manager/panel may find that there is no case to answer or may refer the case back to an informal process. Alternatively, the Headteacher/Manager/panel may issue one of the sanctions below.
- 11.2 The usual penalties for misconduct are set out below. No penalty should be imposed without a hearing. The Trust aims to treat all employees fairly and consistently, and a penalty imposed on another employee for similar misconduct will usually be taken into account but should not be treated as a precedent. Each case will be assessed on its own merits.
- 11.3 A disciplinary warning, dismissal, or alternatives to dismissal may be authorised by the Headteacher/Manager, or a panel of Governors/Trustees.
- 11.4 First written warning
 - 11.4.1 A first written warning will usually be appropriate for a first act of misconduct where there are no other active written warnings on the employee's disciplinary record.
 - 11.4.2 A first written warning will remain active for six or twelve months.
- 11.5 Final written warning
 - 11.5.1 A final written warning will usually be appropriate for:
 - misconduct where there is already an active written warning on the employee's record; or
 - misconduct that is considered sufficiently serious to warrant a final written warning even though there are no other active warnings on the record.
 - 11.5.2 A final written warning will remain active for 12 months but in special circumstances, e.g. in exceptional cases verging on gross misconduct or where a final written warning has been issued as an alternative to dismissal, a final written warning may state that it will remain active for a longer period.
- 11.6 The effect of a warning
 - 11.6.2 Written warnings will set out the nature of the misconduct, the change in behaviour required, the period for which the warning will remain active, and the likely consequences of further misconduct in that active period.
 - 11.6.3 The conduct will be reviewed at the end of a warning's active period. In cases where the employees conduct has not improved sufficiently the active period may be extended but only with sufficient evidence to support this.
 - 11.6.4 After the active period, the warning will remain permanently on the employee's personnel file but will be disregarded in deciding the outcome of future disciplinary proceedings.

11.7 Dismissal

11.7.1 Dismissal will usually only be appropriate for:

- any misconduct during the probationary period, where probationary procedures will apply;
- further misconduct where there is an active final written warning on the record; or
- any gross misconduct regardless of whether there are active warnings on the record. Gross misconduct will usually result in immediate dismissal without notice or payment in lieu of notice (summary dismissal). (Dismissal must fall within the band of reasonable responses in order to not amount to unfair dismissal.)

11.8 Alternatives to dismissal

11.8.1 At our discretion and by mutual agreement, in some cases alternatives to dismissal may be considered, and will usually be accompanied by a final written warning. Examples include:

- Demotion;
- Transfer to another department or job;
- Loss of seniority; or
- Reduction in pay.

Appeals against disciplinary action

- 12.1 The employee has the right to appeal against the disciplinary action taken against them. This must be in writing, stating the full grounds of appeal and sent to the Headteacher/Manager within 10 working days of the date on which the employee was informed of the decision.
- 12.2 If the employee is appealing against dismissal, the date on which dismissal takes effect will not be delayed pending the outcome of the appeal. However, if the appeal is successful they will be reinstated with no loss of continuity or pay and benefits.
- 12.3 If any new matters are raised in the appeal hearing further investigation may need to be carried out. The Chair may adjourn the appeal hearing if there is a need to carry out any further investigations such as re-interviewing witnesses in the light of any new points that have been raised at the hearing. If any new information comes to light this will be provided to the employee with a summary including, where appropriate, copies of additional relevant documents and witness statements. The employee will have a reasonable opportunity to consider this information before the hearing is reconvened.
- 12.4 The employee must be given written notice of the date, time and place of the appeal hearing. This will normally be arranged within 10 working days. The employee has the right to bring a companion to the appeal hearing (see paragraph 9).
- 12.5 Where possible, the appeal hearing will be conducted by a panel of a minimum of two and a maximum of three, consisting of a Senior Manager and/or LGB/Trustees not previously involved in the case. The hearing may be a complete re-hearing (which would follow the format for hearings at Appendix 2) or it may be a review of the fairness of the original decision in the light of the procedure that was followed and any new information that may have come to light (in which case the format would be reversed so that the appellant would present their appeal first). The format of the meeting would be at the employees request. In any event the appeal will be dealt with as impartially as possible.
- 12.6 Following the appeal hearing the Headteacher/Manager/panel may:
 - 12.6.1 confirm the original decision;
 - 12.6.2 revoke the original decision; or
 - 12.6.3 substitute a different penalty. Ordinarily a penalty will not be increased on appeal unless there is new information or evidence being available that requires further investigation.
- 12.7 The employee will be informed in writing of the decision and the reasons for it, usually within 5 working days of the appeal hearing. Where possible this information will also be explained to the employee in person. There is no further right to appeal.

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Referrals to external bodies

In cases where employees are dismissed or resign during a disciplinary process a referral to the Disclosure and Barring Service (all staff) and Secretary of State (teachers only) will be made where the thresholds for referral are met.

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Review of policy

This policy is reviewed and amended annually by the Trust in consultation with the recognised trade unions. We will monitor the application and outcomes of this policy to ensure it is working effectively. An equality impact assessment of this policy will be undertaken to ensure that no groups or individuals with protected characteristics are unintentionally disadvantaged by the policy or practice.

Disciplinary rules

1 Policy statement

- 1.1 The aim of the Disciplinary Rules and Disciplinary Procedure is to set out the standards of conduct expected of all staff and to provide a framework within which the Headteacher/Manager and line managers can work with staff to maintain those standards and encourage improvement where necessary.
- 1.2 If any employee is in any doubt as to their responsibilities or the standards of conduct expected they should speak to their line manager or a member of the HR team.

2 Rules of conduct

- 2.1 While working for Cornwall Education Learning Trust you should at all times maintain professional and responsible standards of conduct. In particular you should:
 - 2.1.1 observe the terms and conditions of your contract, particularly with regard to:
 - (a) hours of work; and
 - (b) confidentiality;
 - 2.1.2 ensure that you understand and follow our Code of Conduct and the Teachers' Standards for teaching staff, which can be obtained from HR;
 - 2.1.3 observe all of the Trust's policies, procedures and regulations which are included in the Staff Handbook or notified to you from time to time by means of notice boards, e-mail, the intranet or otherwise;
 - 2.1.4 take reasonable care in respect of the health and safety of colleagues, pupils and third parties and comply with our Health and Safety Policy;
 - 2.1.5 comply with all reasonable instructions given by the Headteacher and managers; and
 - 2.1.6 act at all times in good faith and in the best interests of Trust and those of our pupils and staff.
 - 2.1.7 ensure that you never behave in a way, either inside or outside of work, that indicates you may pose a risk of harm to children/not be suitable to work with children.
- 2.2 Failure to maintain satisfactory standards of conduct may result in action being taken under the Disciplinary Procedure.

3 Misconduct

- 3.1 The following are examples of matters that will normally be regarded as misconduct and will be dealt with under the Disciplinary Procedure:
- 3.1.1 Minor breaches of the Trust's policies including the Sickness Absence Policy, Electronic Information and Communications Systems Policy, and Health and Safety Policy;
 - 3.1.2 Minor breaches of an employee's contract of employment;
 - 3.1.3 Damage to, or unauthorised use of, the Trust's property;
 - 3.1.4 Poor timekeeping or time wasting;
 - 3.1.5 Unauthorised absence from work;
 - 3.1.6 Refusal to follow instructions;
 - 3.1.7 Excessive use of the Trust's telephones, email or internet usage for personal reasons;
 - 3.1.8 Inappropriate or other offensive behaviour, including using obscene language, victimisation or harassment of other members of staff or pupils;
 - 3.1.9 Negligence in the performance of duties;
 - 3.1.10 Smoking in no-smoking areas, which applies to anything that can be smoked and includes, but is not limited to, cigarettes, electronic cigarettes, pipes (including water pipes such as shisha and hookah pipes), cigars and herbal cigarettes; or
 - 3.1.11 Poor attendance.
- 3.2 This list is intended as a guide and is not exhaustive.

4 Gross misconduct

- 4.1 Gross misconduct is a serious breach of contract and includes misconduct which is likely to prejudice its business or reputation or irreparably damage the working relationship and trust between the Trust and the employee. Gross misconduct will be dealt with under the Disciplinary Procedure and may lead to dismissal without notice or pay in lieu of notice (summary dismissal).
- 4.2 The following are examples of matters that are normally regarded as gross misconduct:
- 4.2.1 Deliberate theft, or unauthorised removal of property or the property of a colleague, contractor, pupil or member of the public;
 - 4.2.2 Fraud, forgery or other dishonesty, including fabrication of expense claims and time sheets, pupil's work, examinations or assessments;
 - 4.2.3 Actual or threatened violence, or behaviour which provokes violence;
 - 4.2.4 Deliberate and serious damage to the buildings, fittings, property or equipment of the Trust, or the property of a colleague, contractor, pupil or member of the public;
 - 4.2.5 Inappropriate conduct with children or young people, including failing to maintain appropriate professional boundaries, as detailed in the Trust's Safeguarding Policy which can be obtained from HR;

- 4.2.6 Serious failure to follow the Trust's child protection procedures, as detailed in the Trust's Safeguarding Policy which can be obtained from HR;
- 4.2.7 Behaving in a way, either inside or outside of work, which could cause harm to a child, or could indicate that you pose a risk of harm to children/may not be suitable to work with children;
- 4.2.8 Making a false declaration or failing to disclose information in relation to the disqualification from childcare requirements, or becoming disqualified from providing childcare;
- 4.2.9 Serious misuse of the Trust's property or name;
- 4.2.10 Deliberately accessing internet sites at work or at home, using school equipment, which contain pornographic, offensive or obscene material;
- 4.2.11 Repeated or serious failure to obey instructions, or any other serious act of insubordination;
- 4.2.12 Bringing the Trust into serious disrepute;
- 4.2.13 Being under the influence of alcohol, illegal drugs or other substances during working hours or not being capable of fulfilling your duties because of the effects of alcohol or illegal drugs or other substances (see Alcohol and Substance Misuse Policy which can be obtained from HR);
- 4.2.14 Causing loss, damage or injury through serious negligence;
- 4.2.15 Serious or repeated breach of health and safety rules or serious misuse of safety equipment;
- 4.2.16 Unauthorised access, use or disclosure of confidential information or failure to ensure that confidential information in your possession is kept secure;
- 4.2.17 Acceptance of bribes or other secret payments (see Finance Policy which can be obtained from HR);
- 4.2.18 Conviction or caution for a criminal offence that in the opinion of the Trust may affect our reputation or our relationships with our staff, pupils, parents or the public, or otherwise affects your suitability or ability to continue to work for us;
- 4.2.19 Possession, use, supply or attempted supply of illegal drugs (see Alcohol and Substance Misuse Policy which can be obtained from HR);
- 4.2.20 Serious neglect of duties, or a serious or deliberate breach of your contract or operating procedures;
- 4.2.21 Unauthorised use, processing or disclosure of personal data contrary to our Data Protection Policy;
- 4.2.22 Harassment of, or discrimination against, employees, pupils, parents or members of the public, related to any of the protected characteristics contrary to our Equal Opportunities Policy or our Anti-harassment and Bullying Policy which can be obtained from HR;

- 4.2.23 Refusal to disclose any of the information required by your employment or any other information that may have a bearing on the performance of your duties;
 - 4.2.24 Giving false information as to qualifications or entitlement to work (including immigration status);
 - 4.2.25 Making a disclosure of false or misleading information under our Whistleblowing Policy maliciously, for personal gain, or otherwise in bad faith;
 - 4.2.26 Making untrue allegations in bad faith;
 - 4.2.27 Victimising a colleague who has raised concerns, made a complaint or given evidence information under the Whistleblowing Policy, Anti-harassment and Bullying Policy, Grievance Procedure, Disciplinary Procedure or otherwise;
 - 4.2.28 Serious misuse of our information technology systems (including misuse of developed or licensed software, use of unauthorised software and misuse of email and the internet) contrary to our ICT user policy;
 - 4.2.29 Undertaking unauthorised paid or unpaid employment during your working hours;
 - 4.2.30 Unauthorised entry into an area of the premises to which access is prohibited;
 - 4.2.31 Making covert recordings of colleagues or managers.
- 4.3 This list is intended as a guide and is not exhaustive.
- 4.4 In some instances, offences which would normally constitute gross misconduct may be considered as misconduct because of mitigating circumstances. Similarly, issues which would normally be treated as misconduct may, in certain circumstances, be considered so serious that they constitute gross misconduct.

Format for disciplinary hearing

- 1 Welcome by chair of panel/hearing officer:
 - ask everyone present to introduce themselves and explain their role;
 - explain purpose of hearing.
- 2 Presentation of management case by investigating officer including evidence from management witnesses.
- 3 Questions from employee/representative to investigating officer/witnesses.
- 4 Questions from the hearing officer/panel to the investigating officer/witnesses.
- 5 Presentation of employee's case by employee/representative including evidence from employee's witnesses.
- 6 Questions to employee/witnesses from investigating officer.
- 7 Questions to employee/witnesses from the hearing officer/panel.
- 8 Summing up by investigating officer (no new evidence).
- 9 Summing up by employee/representative (no new evidence).
- 10 Hearing adjourned and all parties asked to leave whilst hearing officer/panel consider evidence, make a decision on level of sanction (if appropriate).
- 11 All parties return and employee advised of hearing officer/panel's decision, (sanction and right of appeal).

Notes from the meeting are used to confirm outcome in writing and sent to employee within the timescale set out in the policy.

History of Changes

Version	Date	Page	Change	Origin of Change
1.0	30.11.2022		Original Draft	
1.1	22.10.2024	3	Wellbeing statement added	