

SPM Development Services Ltd

Code of Conduct for Self-Employed Tutors

Reviewed and Updated: July 2026

Next Review: September 2027, or sooner if statutory guidance changes.

Approved by: Simon Piper-Masha

Introduction

This Code of Conduct sets out the professional standards expected of tutors delivering 1-1 tuition for SPM Development Services Ltd. Tutors represent our organisation when working on behalf of local authorities and commissioning services. Compliance with this Code ensures student safety, inclusivity, and educational quality.

This Code should be read alongside SPM's Safeguarding and Child Protection Policy (2026), Whistleblowing Policy (2025), Lone Working Policy (2026), Attendance and CME Policy (2026), Privacy and GDPR Policy (2025), Equality and Diversity Policy, and relevant statutory guidance including Keeping Children Safe in Education (KCSIE 2026) and the Prevent Duty.

1. Professional Conduct and Behaviour

- Conduct yourself professionally and maintain appropriate boundaries with students, families, and staff.
- Be punctual, reliable, and prepared for every session.
- Notify Simon Piper-Masha immediately of any changes to session details (e.g., time, duration, or location) for safeguarding purposes.
- All tuition sessions must:
 - Be scheduled Monday to Friday between 8 AM and 6 PM.
 - Take place in the agreed week; hours cannot be rolled over without prior approval.
- Maintain confidentiality in line with GDPR and organisational policies.
- Communicate clearly, professionally, and promptly with SPM staff.

2. Safeguarding and Child Protection

- Follow SPM's Safeguarding and Child Protection Policy (2026) and escalate concerns immediately to the Designated Safeguarding Lead (DSL).
- All tutors must complete safeguarding training at induction, receive annual safeguarding updates and complete formal refresher training at least every two years.
- All tutors must complete Prevent awareness training.

- Maintain an attitude of "it could happen here" and exercise professional curiosity where something does not feel right, even where there has been no direct disclosure.
- If a student is absent:
 - Record the absence using SPM's approved attendance system and in the weekly report.
 - Notify Simon Piper-Masha immediately for safeguarding purposes.
 - Escalate any concerns about persistent absence or welfare issues.
- Attendance must be recorded using SPM's approved attendance system (e.g. Studybugs, where applicable) as instructed by the commissioning organisation. Attendance should normally be recorded at the start of the session (within 30 minutes of the start), in line with local authority requirements.
- Ensure all sessions occur in appropriate, agreed settings.
- Avoid lone working with students without following safeguarding and lone working protocols.

3. Social Media and Communication

- Tutors may use personal phones to contact students for professional purposes only with explicit parental/carers consent.
- All communication must remain professional and tuition-related.
- Tutors must use their SPM email account for all written communication with students and families.
- Tutors must not connect with students or families on personal social media platforms (e.g., Facebook, Instagram, TikTok, WhatsApp).
- Private messaging, commenting, or interacting with students' posts is prohibited.
- Tutors must not use artificial intelligence (AI) tools to generate or manipulate images of learners or to process personal information in a way that breaches confidentiality or safeguarding procedures.

4. Physical Contact and Professional Boundaries

SPM operates a no-touch approach within its 1:1 tuition model. Tutors must not engage in physical contact with students unless immediately necessary to prevent harm, respond to an emergency, or ensure the immediate safety of the student or others. This includes, but is not limited to, planned therapeutic, sensory, regulatory, or physical interventions involving direct contact. Responsibility for such support remains with the parent/carers, responsible adult, or relevant external professional.

5. Teaching and Learning

- Deliver high-quality, inclusive tuition that meets agreed learning objectives and student needs.
- Tutors must never complete or submit work on behalf of students.
- Provide constructive, student-focused feedback during and after sessions.
- Submit weekly reports by Friday each week to Simon Piper-Masha, including:

- Attendance (noting absences and actions taken)
- Learning objectives for each session
- Work completed during the session
- Progress made towards the objectives
- Any concerns about engagement, wellbeing, or safeguarding
- Keep accurate records of all sessions and outcomes. Records must be factual, stored securely, and shared only as required by GDPR.

6. Conflicts of Interest and Private Tuition

- Declare any conflicts of interest (personal, financial, or professional) that may compromise your role.
- Tutors must not offer private tuition, accept private payments, or make independent financial agreements with students or their families outside of SPM work.
- Any approaches for private tuition must be reported immediately to Simon Piper-Masha.

7. Cultural Sensitivity and Inclusion

- Treat all students and families with fairness, respect, and dignity, irrespective of culture, ethnicity, race, gender, sexual orientation, religion or belief, or disability.
- Respect and accommodate students' cultural, religious, and individual differences.
- Challenge discriminatory or prejudicial behaviour and escalate concerns.
- Adapt teaching methods to ensure accessibility, particularly for students with SEND or diverse needs.

8. Health, Safety, and Wellbeing

- Follow SPM's Health and Safety Policy and Lone Working Policy (2026).
- Report any risks, hazards, or incidents immediately.
- Prioritise student wellbeing and escalate concerns about a student's emotional, social, or academic development.
- Data protection legislation must never prevent the timely sharing of information where necessary to safeguard a child.
- Ensure a safe and supportive learning environment, both online and in person.

9. Professional Development and Compliance

- Tutors are responsible for maintaining their own Continuing Professional Development (CPD).
- Engage in safeguarding training, annual safeguarding updates, standardisation exercises and CPD sessions organised by SPM.
- Adapt teaching practices to reflect current best practice and student needs.
- Comply fully with all organisational policies, including safeguarding, GDPR, health and safety, equality and diversity, and online safety.

10. Ethical Conduct and Integrity

- Maintain honesty and integrity at all times.
- Avoid creating unhealthy dependencies with students; encourage independence.
- Do not engage in actions that could compromise SPM's reputation.
- Always act in the best interests of students, families, and commissioning services.

11. Complaints and Accountability

- Escalate any complaints or concerns raised by students, parents, carers, or commissioners to Simon Piper-Masha promptly.
- Fully cooperate with any investigation or resolution process initiated by SPM.
- Maintain professional records of any issues reported and actions taken.
- Where concerns cannot be raised internally, follow SPM's Whistleblowing Policy (2025), which includes routes to the Local Authority Designated Officer (LADO) or the NSPCC Whistleblowing Helpline.

12. Privacy and Data Protection

- Handle student information sensitively, ensuring GDPR compliance at all times.
- Reports, records and session notes must be stored securely and shared only through approved communication channels.
- Personal student data must never be shared with third parties without explicit consent from SPM.
- Securely delete or archive all student records, work and materials once tuition ends, in line with GDPR and SPM instructions.
- As self-employed tutors, you are responsible for ensuring compliance with UK GDPR. All tutors must register with the Information Commissioner's Office (ICO) as a data controller if they process personal data. Evidence of registration may be requested by SPM.

Breaches of the Code of Conduct

Breaking this Code may mean you cannot continue working with SPM. Serious breaches may be referred to external authorities.