



FROEBEL HOUSE SCHOOL STAFF BEHAVIOUR POLICY (CODE OF CONDUCT)

Ethos

All children have the right to be safe. This is more likely to happen if the children themselves feel that they have this right. A caring environment in which the self-esteem of the individual is actively promoted by showing respect for his/her colour, gender, race, creed, background or ability is vital for achieving this. A child's sense of his/her own value will also be increased by providing an atmosphere in which independence, self-confidence, self-expression and assertiveness are encouraged.

Principles

All staff at Froebel House School have a responsibility to ensure that everyone, particularly children and young people are protected from harm. It is the responsibility of each adult to ensure that:

- their behaviour is appropriate at all times;
- they observe the rules established for the safety and security of children and young people
- they follow the procedures following suspicion, disclosure or allegation of child abuse;
- they recognise the position of trust in which they have been placed; and
- in every respect, the relationships they form with the children and young people in their care are appropriate

All persons who wish to work at Froebel House School, must accept and understand this policy. They must also agree to the policies on safeguarding children.

Meeting your responsibilities

To give positive guidance the Code of Conduct (below) provides a list of 'do's and don'ts' to help you ensure that:

- the welfare of the children and/or young people for whom you have a duty of care is safeguarded;
- you avoid compromising situations or opportunities for misunderstandings or allegations.

Code of Conduct

- ✓ DO put this code into practice at all times;
- ✓ DO treat everyone with dignity and respect;
- ✓ DO set an example you would wish others to follow;
- ✓ DO treat all young people equally - show no favouritism;
- ✓ DO plan activities that involve more than one other person being present, or at least are within sight and hearing of others;
- ✓ DO follow recommended adult/young people ratios for meetings and activities;
- ✓ DO respect the right to personal privacy of a child or young person;
- ✓ DO avoid unacceptable situations within a relationship of trust, eg: a sexual relationship with a young person over the age of consent;

- ✓ DO allow children, young people and vulnerable adults to talk about any concerns they may have;
- ✓ DO encourage others to challenge any attitudes or behaviours they do not like;
- ✓ DO avoid being drawn into inappropriate attention seeking behaviour, eg: tantrums and crushes;
- ✓ DO make everyone aware of the school's procedures for safeguarding children and young people;
- ✓ DO remember this code even at sensitive moments, eg: when responding to bullying, bereavement or abuse;
- ✓ DO keep other members of staff/volunteers informed of where you are and what you are doing;
- ✓ DO remember someone else might misinterpret your actions, no matter how well-intentioned;
- ✓ DO take any allegations or concerns of abuse seriously and refer immediately.

- ✗ DO NOT trivialise abuse;
- ✗ DO NOT form a relationship with a child or young person that is an abuse of trust;
- ✗ DO NOT permit abusive peer activities, eg: initiation ceremonies, bullying;
- ✗ DO NOT engage in inappropriate behaviour or contact - physical, verbal, sexual;
- ✗ DO NOT play physical contact games with children or young people;
- ✗ DO NOT make suggestive remarks or threats to a young person, even in fun;
- ✗ DO NOT use inappropriate language - writing, phoning, email or internet;
- ✗ DO NOT let allegations, suspicions, or concerns about abuse go unreported;
- ✗ DO NOT just rely on your good name to protect you.

Internal Policies

This policy should be read in conjunction with the following policies:-

- Anti-bullying
- Behaviour
- Child Protection & Safeguarding
- E-Safety (Online Safety)
- Induction
- Supporting Children with Medical Needs
- Whistleblowing

National Guidance

The following national guidance should also be referred to:

- DfE: Keeping Children Safe in Education. Statutory Guidance for schools and colleges – 2020
- Guidance for safer working practice for those working with children & young people in education settings – October 2015

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