

CODE OF CONDUCT FOR STAFF AND VOLUNTEERS

Ref. also Health and Safety Statement

Kilcolgan Educate Together N.S. has a child centred ethos and commitment to an environment that supports the esteem of children. The code of conduct, in conjunction with the broader school policies, is designed to support and protect children. Good practise necessitates staff challenging conduct that is not safe or supportive to children either on an individual basis or by bringing it to the attention of the principal. The responsibilities of adults are also referred to in the policy on the children's code of behaviour which should be read by adults in contact with children in KETNS.

The adults encountered by children should model positive respectful behaviour at all times.

AIMS

- To create a positive learning environment that encourages and reinforces good behaviour.
- To promote self-esteem and positive relationships.
- To support the education and development of every child.
- To foster caring attitudes to one another and to the environment.
- To ensure the rights of children are upheld.

CONDUCT

- All children should be treated with respect.
- Children should be encouraged and praised.
- Discipline methods should support and encourage good behaviour. Punitive discipline methods are to be avoided.
- Children need to be and should be listened to.
- Children should be involved in decision making as appropriate.
- Staff and volunteers need to be aware of the negative impact of favouritism on the group and individuals.
- Everyone should respect the personal space, safety and privacy of individuals.
- Staff or volunteers should never physically punish a child.
- Physical contact is a valid way of comforting a child. It should be appropriate, non threatening, open and safe.
- Children should be encouraged to report their concerns and be supported to manage small issues, the child protection policy and bullying policy should be utilised when necessary.
- Children's privacy should be respected in bathrooms or changing rooms.
- Staff and volunteers should be familiar with all the school policies.
- If in any doubt a volunteer should defer to the staff on duty for decisions regarding the above.
- Staff and volunteers who have not been Garda Vetted should not work unattended with a child.
- Staff should not take children alone in their car or to their homes.
- Staff should not send text or picture messages to any child from their own phone.
- Staff should not use personal phone for any contact with a child in the school.