

Killean Primary School



Staff Code of Conduct Policy

In Killean P.S. we want all our students and staff to feel happy, safe and secure so that they can benefit fully from their time in school and be enabled to contribute wholeheartedly to the educational experience which our school offers.

We aim, at all times, to behave appropriately and warmly towards each other and to support one another both personally and professionally. As staff members in the school, we are mindful that our behaviour towards our pupils should always be above reproach and we acknowledge the need to exercise prudence in our dealings with the students in our care.

We subscribe to the following good practice in this area:

- When the need arises to interview a student alone it is wise to let another member of staff know that the meeting is happening and where it will be taking place. The venue should, if at all possible, have a window and, if this is not so, a door should be left ajar if this is appropriate to the meeting.
- It is good practice to avoid **unnecessary** physical contact with our students. We acknowledge, however, that it is neither practical nor desirable to suggest that there should be no physical contact and we would not wish to see a distressed student deprived of a reassuring or comforting touch because of a fear of physical contact. Where a student indicates, however, that she is uncomfortable with such contact it should never take place. Additionally, it is prudent to avoid any physical contact which might be open to misinterpretation by the student or by others.
- Where physical contact is required to maintain the safety of the student or others around her that safety must take precedence over all other considerations.
- There should **never** be any physical response to misbehaviour, whatever the provocation, except where it is required to maintain the safety of the student or that of others. In this event the reasonable force policy should be fully adhered to and the incident reported immediately to the Principal.
- If it is necessary to administer first-aid this is best done with another person present. The welfare of the student is, however,

paramount, and intervention should **never** be delayed because there is no other adult present.

- It is inevitable that some of our teaching will involve the use of sensitive materials and it is very difficult to anticipate when these might impact negatively on our students. If the material to be used is very contentious, and if there are concerns about any students in a class in relation to it, it is good practice to consult with the Principal.
- Within the Pastoral Policies of the school, staff should ensure that their relationships with pupils are appropriate to the age, sex and maturity of the pupils taking care that their conduct does not give rise to comment or speculation.
- Attitudes, language and demeanor all require care and consideration particularly when staff are dealing with young children.
- In all circumstances the staff's professional judgment will be exercised and for the vast majority of employees this Code of Conduct will serve only to confirm what has already been their practice.
- It is **strongly recommended** that members of staff not allow students to have access to their personal mobile phone numbers or to their personal email addresses. If contact via mobile phone is necessary eg on a school trip, a mobile phone (or a SIM card) provided by the school should be used. All electronic communications with pupils should be via the official school e mailing system.
- Social Networking Sites present particular difficulties for staff in all schools. Great care must be taken to ensure that appropriate boundaries are maintained between staff and students in this arena, as in all others. It is **strongly recommended** that no member of our staff communicate with pupils via social networking sites. Information directly related to the school community should never be posted on personal social networking sites. *Staff should also be mindful of content attributable to them, posted on others sites (eg. friends and family) who may not have the privacy settings recommended.*

- We value greatly the easy relationships which exist between staff and students and we would wish to see those maintained. It is always necessary, however, to ensure that these relationships are appropriate and professional so that the warm and caring atmosphere which is an integral part of the community of Killean P.S. and which is so nourishing for everyone is enabled to flourish.

Teacher's Role in meeting the attachment needs of children who have experienced abuse:

- Create a classroom environment which is physically safe
- Have a structure for each day which each day which children relate to – this provides consistency and can reduce anxiety.
- Your contact with the pupil should be consistent with your role as teacher – this promotes appropriate role models for the child
- Provide opportunities for supervised social engagement with peers, small group work and structured play.... This enables you to monitor the development of appropriate peer relationships
- Give the child regular feedback - this positive response promotes positive engagement between teacher and pupil
- Encourage a situation where children build relationships on trust – “if you say it, then do it”
- Provide a classroom situation where children feel protected.