

The McCarthy School of Dance

Staff and Volunteer Code of Conduct

This behaviour code outlines the conduct The McCarthy School of Dance expects from all our staff and volunteers. It aims to help us protect children and young people from abuse and reduce the possibility of unfounded allegations being made.

The McCarthy School of Dance must make sure that everyone taking part in our services has seen, understood and agreed to follow the code of behaviour, and that they understand the consequences of inappropriate behaviour.

The role of staff and volunteers:

When working with or for children and young people, you are acting in a position of trust. You are likely to be seen as a role model and must act appropriately.

Responsibility:

You are responsible for:

- prioritising the welfare of children and young people
- providing a safe environment for children and young people;
 - ensuring equipment is used safely and for its intended purpose
 - having good awareness of issues to do with safeguarding and child protection and taking action when appropriate
 - following our principles, policies and procedures
- modelling good behaviour for children and young people to follow
- challenging all unacceptable behaviour and reporting any breaches of the behaviour code
- reporting all allegations/suspensions of abuse following our reporting procedures - this includes abusive behaviour being displayed by an adult or child and directed at anybody of any age

Rights - You should:

- treat children and young people fairly and without prejudice or discrimination
- understand that children and young people are individuals with individual needs
- respect differences in gender, sexual orientation, culture, race, ethnicity, disability and religious belief systems between yourself and others, and appreciate that all participants bring something valuable and different to the group/organisation
- challenge discrimination and prejudice
- encourage young people and adults to speak out about attitudes or behaviour that makes them uncomfortable

Relationships - You Should:

- promote relationships that are based on openness, honesty, trust and respect
- avoid favouritism

- be patient with others
- use special caution when you are discussing sensitive issues with children or young people
- ensure your contact with children and young people is appropriate and only relevant to the work you do
- ensure that whenever possible, there is more than one adult present during activities with children and young people

Respect - You should:

- listen to and respect children at all times
- value and take children's' contributions seriously, actively involving them in planning activities wherever possible
- respect a young person's right to privacy as far as possible. In some cases, it may be necessary to break confidentiality in order to follow child protection procedures; if this is the case it is important to explain this to the child or young person at the earliest opportunity

When working with children and young people, you must NOT:

- allow concerns or allegations to go unreported
- take unnecessary risks
- smoke, consume alcohol or use illegal substances
- develop inappropriate relationships with children and young people
- engage in behaviour that is in any way abusive
- let children and young people have your personal contact details (mobile number, email or address) or have contact with them via a personal social media account
- act in a way that can be perceived as threatening or intrusive
- patronise or belittle children and young people

Upholding this code of behaviour:

You should always follow this code of behaviour and never rely on your reputation or that of our organisation to protect you. If you have behaved inappropriately you will be subject to our disciplinary procedures. Depending on the seriousness of the situation, you may be asked to leave the organisation. We may also make a referral to statutory agencies such as the police and/or the local authority child protection services.