



MONAGHAN WALDORF SCHOOL CLG

GUIDELINES FOR COLLEAGUES AND VOLUNTEERS ON APPROPRIATE BEHAVIOR TOWARDS CHILDREN

Introduction

Monaghan Waldorf School is committed to creating a safe, respectful, and nurturing environment for children. All colleagues and volunteers must adhere to the following Code of Behaviour to ensure that children are treated with dignity, care, and respect at all times.

General principles

- Act as a positive role model for children.
- Treat all children with respect and dignity, valuing their individuality.
- Maintain professional boundaries and appropriate relationships with children.
- Ensure that interactions with children are open, transparent, and accountable.
- Promote inclusivity and respect for diversity.

Appropriate behaviour

- Always use positive reinforcement and encouragement.
- Foster an environment of mutual respect, ensuring children feel safe and heard.
- Maintain appropriate physical contact (e.g., comforting a distressed child in an appropriate manner).
- Use clear and respectful language when communicating with children.
- Engage children in activities that promote their development, well-being, and independence.

Inappropriate behaviour

- Engaging in or allowing any form of bullying, harassment, or discrimination.
- Using inappropriate language or making derogatory remarks.
- Displaying favouritism or excluding any child from activities unfairly.
- Using physical discipline or any form of harmful behaviour.
- Engaging in personal relationships with children beyond the professional setting.

Physical contact

- Physical contact should always be appropriate, necessary, and in line with safeguarding guidelines.
- Avoid any physical contact that could be misinterpreted.
- Always respect a child's personal space and boundaries.

Supervision and safety

- Never leave children unsupervised in any situation that could pose a risk.
- Ensure that activities and settings are appropriate for the age and abilities of the children involved.
- Follow school policies on outings, toileting, and personal care.

Communication and confidentiality

- Maintain confidentiality about children's personal information, except where required by safeguarding policies.
- Avoid discussing children's personal matters in public or inappropriate settings.
- Do not share images or information about children on social media or other public forums without explicit consent.

Reporting concerns

- Any concerns regarding a child's welfare or behaviour must be reported to the Designated Liaison Person (DLP) immediately.
- Do not promise confidentiality if a child discloses abuse or harm; follow the school's child protection procedures.
- Keep detailed records of concerns and actions taken in line with school policy.

Boundaries and professionalism

- Maintain professional relationships with children at all times.
- Do not give personal contact details or communicate with children outside of school settings.
- Be aware of and adhere to school policies on one-to-one interactions with children.

Acknowledgement and compliance

All colleagues and volunteers are expected to read, understand, and comply with this Code of Behaviour. Failure to adhere to these guidelines may result in disciplinary action, including removal from duties.

This procedure will be reviewed annually or after any incident that necessitates its use. The review will ensure the procedure remains in compliance with legislative requirements and best practices.

This policy was adopted by Monaghan Waldorf School CLG on this 15th day of February 2025.

Persons responsible: Jamie Macleod-Elliott

Designation: Director & Company Secretary

Signature: _____

Date: 15/02/2025

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