

Strawberry Hill Ballet School (SBS)

1) Staff & Volunteer ****Code of Conduct****

Purpose

Set minimum standards of behaviour to safeguard children and protect staff.

Principles

- Always act in the BEST INTERESTS OF THE CHILD; maintain PROFESSIONAL BOUNDARIES.
- Treat all students WITH DIGNITY AND RESPECT; no discrimination, bullying or humiliation.
- Never abuse a position of trust; avoid GIFTS/FAVOURITISM that could be misinterpreted.

Professional Practice

- LANGUAGE & BEHAVIOUR: No swearing, degrading, sexualised or aggressive language/behaviour.
- PHYSICAL CONTACT: Only when necessary for instruction/safety. Explain purpose, seek consent, use the LEAST-INTRUSIVE contact, stop if uncomfortable. Record any concerns/incidents.
- 1-TO-1 SITUATIONS: Avoid unobserved 1-to-1. Use open/observable spaces; doors open where possible.
- CHANGING AREAS: Follow the CHANGING AREA POLICY below. No staff changing with students. No photography. Same-sex supervision where feasible; visibility without intrusion.
- ONLINE/COMMUNICATIONS: Use approved channels; copy parents/guardians; no personal social media or private messaging with under-18s.
- PHOTOGRAPHY/RECORDING: Only with parental consent and per the Consent Policy. No imagery in changing areas/toilets.
- TRANSPORT: Only with prior parental consent and risk assessment; never transport a child alone unless unavoidable and risk-assessed with parent informed.
- MEDICATION & FIRST AID: Only trained/authorised staff administer; follow records/consent processes.
- ALCOHOL/SUBSTANCES: Never under the influence while working with children.
- CONFLICTS OF INTEREST: Declare to the Principal/DSL.

Safeguarding Duties

- RECOGNISE & REPORT concerns immediately to the DSL (or SPA/LADO if concern involves the DSL).
- LOW-LEVEL CONCERNS: Report behaviours inconsistent with this code.
- WHISTLEBLOWING: Escalate if you believe appropriate action isn't being taken.

Breaches

- Non-compliance may lead to suspension from duties, referral to LADO/police, and termination of engagement.

I have read and agree to abide by this Code of Conduct.

Name: _____ Signature: _____ Date: ____/____/____