**Staff Code of Conduct**

As a Dance Coach and Physical Education (PE) Teacher, you are responsible for providing a safe, inclusive, and positive environment for all students. This code of conduct outlines the standards of behavior and professional expectations to ensure a consistent and respectful approach, both at school and on your own site.

**1. Professional Conduct**

* **Respect for All Students:** Treat every student with fairness, dignity, and respect, regardless of their background, ability, or personal characteristics. Avoid favoritism, exclusion, or discrimination.
* **Positive Role Modeling:** Maintain a high standard of personal conduct, appearance, and language, modeling behaviors that inspire respect, confidence, and professionalism in students.
* **Confidentiality:** Protect the privacy of students and their families by not sharing personal information without appropriate consent, unless required by law or safeguarding protocols.

**2. Student Safety and Wellbeing**

* **Safe Environment:** Ensure that all activities are conducted in a safe manner, regularly inspecting facilities and equipment for potential hazards. Report and address any safety concerns promptly.
* **Supervision:** Always supervise students during physical activities, maintaining appropriate boundaries. Avoid one-on-one situations where possible. If required, ensure the interaction is in an open and visible setting.
* **First Aid and Emergency Response:** Maintain up-to-date first aid certification and be prepared to respond to injuries or emergencies. Be aware of individual students' medical needs and restrictions.

**3. Teaching and Coaching Practices**

* **Inclusive Instruction:** Tailor lessons to accommodate all ability levels, ensuring that every student can participate meaningfully. Encourage effort and improvement over competition.
* **Constructive Feedback:** Offer feedback in a positive, supportive manner, focusing on skill development, personal growth, and sportsmanship. Avoid criticism that could negatively impact a student's self-esteem.
* **Professional Development:** Stay current on best practices, new techniques, and advancements in dance and physical education through continuous professional development. Implement evidence-based strategies in your instruction.

**4. Relationships with Students**

* **Boundaries:** Maintain professional boundaries at all times. Avoid any behavior that could be interpreted as overly familiar, inappropriate, or suggestive, both during and outside of school hours.
* **Social Media and Communication:** Do not engage with students on personal social media platforms. Communication with students should be limited to official channels, and always professional in tone.
* **Allegations or Complaints:** Address any complaints or allegations of inappropriate behavior promptly and transparently, following safeguarding policies and school guidelines. Cooperate fully with any investigations.

**5. Working in Schools**

* **School Policies:** Familiarize yourself with and adhere to the specific policies of each school, including attendance, grading, safety, child protection, and behavior management.
* **Collaboration:** Work collaboratively with school staff, administration, and parents to create a supportive learning environment. Keep open lines of communication regarding student progress and any concerns.
* **Professional Appearance:** When on school grounds, dress appropriately for the school setting, ensuring your appearance reflects the professional nature of your role.

**6. Working at Own Site**

* **Facility Standards:** Ensure that your site adheres to the highest standards of safety, cleanliness, and accessibility. Keep equipment well-maintained and up to standard.
* **Student and Parent Interaction:** Create clear and consistent expectations for behavior, attendance, and participation. Maintain professional relationships with both students and parents.
* **Liability and Insurance:** Keep liability insurance up to date and ensure you comply with all local laws and regulations regarding the operation of a private facility.

**7. Ethical Responsibilities**

* **Fair Treatment:** Ensure fair and equitable treatment of all students, avoiding preferential treatment or biased decision-making.
* **Conflict of Interest:** Disclose any potential conflicts of interest, particularly in situations where personal gain may influence decisions that affect students, families, or school communities.
* **Integrity and Honesty:** Demonstrate honesty and integrity in all interactions, whether with students, parents, colleagues, or administrators.

**8. Commitment to Personal and Professional Growth**

* **Feedback and Reflection:** Regularly seek feedback from colleagues, students, and parents to improve your teaching and coaching. Engage in self-reflection and set goals for continued growth.
* **Health and Wellness:** Model a healthy, balanced lifestyle to students by maintaining your physical and mental well-being. Avoid behaviors that may negatively impact your role as a coach or teacher.

**I acknowledge that I have read, understood, and agree to adhere to the above Staff Code of Conduct.**

Name: Georgina Bunn  
Signature: GBUNN  
Date: 01/09/2024

Reviewed September 2024