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Teacher Academy

Code of Behaviour for Child Safety

Introduction

At Teacher Academy Ireland Ltd, we are committed to creating a safe, nurturing environment for all children in our care. This Code of Behaviour is designed to protect children from harm and to provide our staff and volunteers with clear guidelines for appropriate conduct. It's based on our Child Safeguarding Risk Assessments and aligns with our Dignity at Work Policy and Procedure.

General Principles

1. **Child-Centered Approach:** Always put the child's welfare first.
2. **Respect:** Treat all children with respect and dignity.
3. **Equality:** Value and respect children as individuals, regardless of their background.
4. **Listening:** Actively listen to children and take their views into account.
5. **Leading by Example:** Demonstrate appropriate behavior in all interactions.

Appropriate Conduct

Do:

- Treat all children equally and with respect and dignity
- Listen to and respect children
- Provide a safe, positive, and encouraging atmosphere
- Use appropriate language (physical and verbal)
- Respect a child's personal space
- Encourage children and adults to point out attitudes or behaviour they do not like
- Report all allegations/suspicions of abuse following our reporting procedures
- Be aware of cultural differences in personal space and physical contact

Don't:

- Use or allow offensive or sexually suggestive physical or verbal language
- Single out any child for unfair favoritism, criticism, or ridicule
- Hit or physically chastise children
- Engage in rough physical games including horseplay
- Do things of a personal nature that children can do for themselves

- Spend excessive time alone with children away from others
- Take children to your home
- Develop relationships with children that could be deemed exploitative or abusive

Physical Contact

- Physical contact should only be in response to the needs of the child and with their consent
- It should be appropriate to the age and stage of development of the child
- It should always be in an open environment with other adults present

Communication

- Communication with children should be open and clear
- Never use private social media accounts to communicate with children
- All electronic communication should be transparent and open to scrutiny

Medical and dietary requirements, dangerous behaviour and vulnerabilities

- The guardian/parent of a child are obliged to inform Teacher Academy Ireland of any relevant medical conditions or required treatments or dietary requirement
- The guardian/parent of a child are obliged to inform Teacher Academy Ireland about any relevant dangerous behaviour of a child towards itself or others that occurred previously.
- The guardian/parent of a child are obliged to inform Teacher Academy Ireland about any relevant vulnerabilities/bullying issues

Children behaviour

- Children need to show respect to adults and follow their instructions
- Children need to show respect to their peers and other children.
- Children need to refrain from physical or verbal abuse of other children. If they witness physical or verbal abuse or bullying behaviour towards themselves or other children, they need to inform an adult.
- Children need to show respect to their surrounding and refrain from destructive behaviour
- Children are not allowed to consume alcohol or cigarettes or other intoxicants or drugs while on the premises. Where children are found in the possession of alcohol, cigarettes or other intoxicants or drugs, the child will be asked to hand those over to the supervising adult and the guardian or parent will be informed.
- Where children are found to be under the influence of alcohol or cigarettes or other intoxicants or drugs, their guardian or parent will be informed and asked to collect the child immediately.

- Children are allowed to use sharp objects only where appropriate and under supervision
- During tours and excursions children must stay with the tour group. A child may not go off by him/herself or wander off anywhere alone.

Supervisor behaviour

In case that a supervisor on duty is unable to supervise all children in their care, the need to

- Stay calm
- Inform a colleague to support them
- If direct access to room where children are is not possible, establish eye contact through a window.
- Call guardians/parents if the situation cannot be resolved in a timely manner

Reporting Concerns

If you have any concerns about a child's welfare or if you observe any behavior that goes against this Code:

- Record your observations in writing
- Report your concerns immediately to the **designated Child Protection Officer Rosa Catraio or the Director Robert Schwamborn**
- Follow our established reporting procedures as outlined in our Child Protection Policy.

Remember, it's not your responsibility to decide if abuse has occurred, but it is your duty to report any concerns.

Dignity at Work

This Code of Behaviour aligns with our Dignity at Work Policy and Procedure. We're committed to maintaining a work environment free from bullying, harassment, and discrimination. All staff and volunteers are expected to treat each other, and the children in our care, with respect and dignity at all times.

Training and Support

We provide regular training on child protection and this Code of Behaviour. If you're ever unsure about the appropriate action to take, please speak with your supervisor or the Child Protection Officer.

Conclusion

By following this Code of Behaviour, we can all contribute to creating a safe, positive environment for children. Remember, child protection is everyone's responsibility. If you have any questions or concerns, don't hesitate to speak up. We're all in this together!

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This Code of Behaviour was adopted by the proprietors of TAI on 28th January 2025

Signed:

Dr Robert Schwamborn

Director