

## Codes of Conduct for All Staff

### **CONDUCT STATEMENT**

At The Audacity Performing Arts Academy, all our staff are held to a high standard of service and are given the necessary resources and guidance to be successful in their work.

### **PURPOSE OF THIS POLICY**

This behaviour code outlines the conduct Audacity Performing Arts Academy expects from all of our staff. This includes anybody undertaking duties for the organisation, whether paid or unpaid.

The behaviour code aims to help us protect children and young people from abuse and reduce the possibility of unfounded allegations being made. It has been informed by the views of children and young people.

Audacity Performing Arts Academy is responsible for making sure 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**

In your role at Audacity Performing Arts Academy, you are acting in a position of authority and have a duty of care towards the children and young people we work with. You are likely to be seen as a role model and are expected to 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.
- Ensure that all materials used in lessons are age appropriate for the student and do not contain any inappropriate language or adult content.
- Following our principles, policies and procedures
- Including our policies and procedures for child protection/safeguarding, whistleblowing and online safety
- Staying within the law at all times
- Modelling good behaviours for children and young people to follow
- Challenging all unacceptable behaviour and reporting any breaches of the behaviours code to Laura Wilson or Rhianna Goodwin - 07562012210 - DSL

- Reporting all concerns about abusive behaviours, following our safeguarding and child protection procedures.
- This includes behaviours 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, and appreciate that all participants bring something valuable and different to the Audacity Performing Arts Academy.
- Challenge discrimination and prejudice.
- Encourage young people and adults to speak out about attitudes or behaviours that makes them uncomfortable.

## **THE STUDENT/TEACHER RELATIONSHIP**

You should:

- Promote a relationship that is based on openness, honesty, trust and respect
- Avoid favouritism.
- Exercise patience in all circumstances.
- Exercise caution when you are discussing sensitive issues with children or young people.
- Ensure your contact with children and young people is appropriate and relevant to the work of the project you are involved in.
- Ensure that wherever possible, there is an additional adult within sight or hearing of lessons with children.

## **TEACHERS TAKING PHOTOGRAPHS OR VIDEOS**

**All photographs and videos taken will be in compliance with the Audacity “Photographs and Filming Policy”**

Teachers are permitted to take pictures or videos of students on their mobile phones or other personal electronic, photography or filming devices but they must immediately be emailed to [audacityperformingarts@gmail.com](mailto:audacityperformingarts@gmail.com) to be securely stored and then destroyed from all personal devices.

Teachers are more than welcome to take a video or picture of themselves in order to demonstrate an activity to a student. In these video/picture teachers should look and act

presentable and professional at all times, as they do in lessons. These videos may be sent to either [audacityperformingarts@gmail.com](mailto:audacityperformingarts@gmail.com) or sent directly to the legal guardian of a student if they are under 18 years old or to the student if above 18 years old. In no circumstance should a teacher send videos or photographs directly to a student under 18 years old's personal device.

## **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 personal privacy as far as possible. If you need to break confidentiality in order to follow child protection procedures, it is important to explain this to the child or young person at the earliest opportunity.

## **UNACCEPTABLE BEHAVIOUR**

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
- Be under the influence of alcohol or illegal substances
- Develop inappropriate relationships with children and young people
- Make or agree to keep "secrets".
- Engage in behaviour that is in any way abusive, including having any form of sexual contact with a child or young person.
- Let children and young people have your personal contact details (mobile number, email or postal 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
- Make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of 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 Audacity Performing Arts Academy. We may also make a report to statutory agencies such as the police and/or the local authority child protection services.

If you become aware of any breaches of this code, you must report them to Laura Wilson or Rhianna Goodwin - 07562012210 - DSL. If necessary you should follow our whistleblowing procedure and safeguarding and child protection procedures.

THIS POLICY WAS LAST REVIEWED AND UPDATED ON 09/08/2024 BY:

RHIANNA GOODWIN  
LAURA WILSON