

Positive and Appropriate Relationships



Shiphay Learning Academy



A Guidance Booklet for staff on ensuring appropriate relationships with pupils.





Online Meetings

It is not appropriate for adults to 'meet' pupils online or email them just as it is inappropriate to meet them socially therefore it is not permitted.

An exception is where a school Blog is in operation and the postings are open and only about learning.

First Aid and Toileting

See the Intimate Care Policy for details.

Ask the child to remove their own clothing if required. If this is not possible, get another adult to support.

Control and Restraint

It is only permissible to restrain a child if you have received training and are authorised to do so. The exception is when to fail to do so would probably result in significant physical harm to that child, you or others. We avoid using restraint for compliance and move other children rather than the individual by force. A Restraint Report must be completed each time.

Inappropriate Conversations

These are defined as talking about content that is unacceptable to the health, wellbeing and safety of the child. Such conversations include alcohol, drugs, personal details, sex and other intimate relationships when outside the context of the taught curriculum

Response to Misbehaviour

The watchword is always 'calmly'. Staff need to be firm but fair, giving pupils the opportunity to have their say to ensure that what was seen was interpreted correctly. If staff feel angry they should pass the issue on for another adult to manage and talk to their Team Leader for some support in case they are succumbing to stress.

Residential

These are great opportunities to cement relationships and also we are really 'in loco parentis' in a much deeper way. We need to be very vigilant in always remaining professional and avoiding being alone with children when they or we are undressed.

General Attitudes and Conduct

Adults are role models to pupils and this must be to the forefront of our relationships. We must be warm and approachable whilst remembering that we are professionals and not friends and as such should refrain from telling pupils personal information

Private Meetings

To ensure that children are not publicly humiliated, one to one conversations need to take place. This must always be with the door open, and in full view of others, preferably with another adult present

Legitimate Physical Contact

During PE, when treating an injury, when comforting or to protect from harm always ask the child or tell them what you are going to do. Have another adult with you if dealing with a sensitive area of the body.

Accidental Contact

As you would with an adult, it is respectful to apologise. Then check that the child is not injured and if you are concerned, tell your Team Leader. Sometimes parents may need to be informed and if so, make a record.

Comfort and Reassurance

We practise a positive touch policy but with the permission of the child i.e. 'Do you want a hug?' or sensing whether they recoil or signal that they are receptive. Make the contact for a short period with calming words and also age appropriate

Working Hard to Keep Children Safe

It takes a Community to Protect a Child



Essential Reading

Safeguarding Policy
Safeguarding Folder on
Google Drive

Think U Know
E-Safety

[http://
www.thinkuknow.co.uk/](http://www.thinkuknow.co.uk/)

Managing allegations
against staff
Policies Store on Google
Drive



Health and Safety
Policy

Policies Store on Google
Drive

Guidance for Safer Working
Practice for Adults who work with
Children and Young People
Safeguarding Folder on Google
Drive

NSPCC Child Protection in Sport

[http://www.nspcc.org.uk/
inform/cpsu/
cpsu_wda57648.html](http://www.nspcc.org.uk/inform/cpsu/cpsu_wda57648.html)

South West Safeguarding
and Child Protection
Procedures

[http://www.online-
procedures.co.uk/swcpp/](http://www.online-procedures.co.uk/swcpp/)

Intimate Care Policy
Policies Store on
Google Drive

E-Safety Policy Booklet
Safeguarding Folder
on Google Drive

Keeping Children
Safe in Education
Safeguarding Folder
on Google Drive



One of the primary functions of our school is to keep children safe; being safe and feeling safe.

Children look to adults in school to provide a safe and enriching environment in which they can grow and learn. For some children school is the one consistently safe place in their lives but for all children it is the place where many attitudes and skills are practised and developed. They will learn many of these from the adults around them and so how we role model behaviours through our relationships is crucial.

It is also vital that we always keep those relationships within acceptable and appropriate boundaries

This booklet is designed to help all staff take simple steps to both keep children safe and feeling safe and protect themselves from any potential allegations of inappropriate conduct.