

Flying Irish Staff & Volunteer Child Safety Policy and Code of Conduct

Staff and volunteers at the Flying Irish must read the following policies and code of conduct and agree to abide by them throughout their time at the Flying Irish.

Code of Conduct

The following are not acceptable at any class or event run by Flying Irish, LLC:

- Behavior which is disruptive and interferes with the use and enjoyment of the facility
- occupied by Flying Irish, LLC
- Cheating and/or bribery of any nature
- Harassment of other teachers, pupils, parents or any other members of the public by use of abusive, racist, obscene or threatening language or behavior
- Use of violence or threat of violence towards other teachers, pupils, parents or any other members of the public
- Malicious damage to and/or theft of items/property belonging to Flying Irish and others
- The use of alcohol, smoking including vaping and or illegal drugs in the studio or Feis/event venue while attending Feiseanna or events
- Flying Irish, LLC, accepts no responsibility for damage or loss to personal property
- Approaching Adjudicators is strictly prohibited. Only teachers of CRDM are permitted to approach a results table after the result has been called. There should be 2 teachers present to avoid any misunderstandings

Code of Ethics

A code of ethics for teachers and dancers promotes high ethical behavior and provides them with a frame of reference for judgment in complex situations

- The use of alcohol, illicit drugs and smoking including vaping is not permitted in your class, at Feiseanna or at events
- Professional dance teachers are distinguished individuals who, by means of specialized training, have acquired a body of knowledge fundamental to the occupation
- Professionalism involves conducting oneself in a manner showing honesty, integrity and dignity of character and spirit. Professionalism respects the rights, interests and welfare of those affected by a decision
- Flying Irish, LLC, members must conduct themselves in an ethical and respectful manner. When a Flying Irish member acts in an unethical manner it reflects not only on the individual but also on the school
- Misconduct will only create a sense of ill will within the organization and within the entire dancing community as a whole

- Flying Irish staff and volunteers must always promote a positive attitude within their own class and the organization
- Demonstrate respect at all times towards all involved in Flying Irish members and visitors to classes and events
- Recognize and respect the authority of officials at competitions and treat them with courtesy
- Never discuss any disappointments or displeasure in open forums for everyone to hear and see. This is not only restricted to online social media and websites
- Never direct or employ abusive, offensive or demeaning tactics with those involved with the Flying Irish or visitors to Flying Irish events
- Never jeopardize the privacy of your fellow members and competitors
- Any breach of the above guidelines will result in disciplinary action at the discretion of the Flying Irish owner

Media Policy

- Other than the photographs taken by the official photographer, all photographs captured at the event, including images of presentations, may only be taken for personal use. They may not be redistributed, sold or passed on to third parties. They may not be redistributed for commercial purposes or posted to any website/social media outlet without the permission of the Flying Irish and the parents/guardians of all dancers included in any particular image

Social Media Policy

- All Flying Irish teachers, volunteers, dancers, parents and family members represent the organization. All conduct must be consistent with the high standards, values and ethics set out by the Flying Irish
- Remember you are personally responsible for the content of your post, what you post can be viewed by others and forever
- Each person is personally responsible for their post on a social media site and can be held responsible and personally liable for the comments deemed to be obscene, defamatory or inappropriate
- It is forbidden to publish any confidential information about the Flying Irish or its members on a social site
- It is forbidden to discuss dancers, teachers, parents, adjudicators, event organizers or anyone related to the schools of CRDM or any other organization
- Be yourself at all times, do not post anonymously
- Do not use insults, racial slurs or obscenities, be respectful
- When posting comments use your best judgment, make sure what you post is appropriate, make sure what you have written has been done with an objective mind. If in doubt, do not post

- Don't let your social media activities interfere with your relationship to the Flying Irish or your responsibilities to your organization and fellow dancers

Anti-Bullying Policy

Discrimination includes, but is not limited to:

- **Stereotyping:** Discrimination that is detrimental to a person or group that limits or denies a person or group opportunities based on religion, sex, color, creed and bias
- **Harassment:** Behavior towards students or teachers, based in whole or part on orientation or physical, mental, emotional learning disability. or other basis is prohibited under law, or any other characteristic identified in the above which interferes with a student or teacher's performance or creates a hostile or offensive environment

Discrimination and harassment can arise from a broad range of physical or verbal behavior which can include but is not limited to the following:

- Physical or mental abuse
- Racial ethnic or religious insults or slurs
- Unwelcome sexual advances
- Sexual comments, jokes, stories or innuendoes
- Display or sexual gestures with hand or other body movements
- Asking personal questions about a student or teachers' sexual orientation

These rules do not however prohibit the Flying Irish from denying a staff or volunteer access based on objective standards or performance and needs.

The Flying Irish will:

- recognize its duty of care and responsibility to safeguard all participants from harm
- promote and implement the anti-bullying policy
- seek to ensure that bullying behavior is not accepted or condoned
- require all members of the organization to be given information about, and sign up to, this policy
- take action to investigate and respond to any alleged incidents of bullying
- ensure that teachers are given access to information, guidance and/or training on bullying

Each teacher, staff or volunteer will:

- respect every child's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- respect the feelings and views of others
- recognize that everyone is important and that our differences make each of us special and should be valued

- show appreciation of others by acknowledging individual qualities, contributions and progress
- be committed to the early identification of bullying, and prompt and collective action to deal with it
- ensure safety by having rules and practices carefully explained and displayed for all to see
- report incidents of bullying they see – by doing nothing you are condoning bullying

Bullying

- all forms of bullying will be addressed
- everybody in the organization has a responsibility to work together to stop bullying
- bullying can include online as well as offline behavior

Bullying can include:

- physical pushing, kicking, hitting, pinching etc.
- name calling, sarcasm, spreading rumors, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
- posting of derogatory or abusive comments, videos or images on social network sites
- racial taunts, graffiti, gestures, sectarianism
- sexual comments, suggestions or behavior
- homophobic/transphobic comments
- unwanted physical contact
- children with a disability, from ethnic minorities, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted

Support to the child:

- children should know who will listen to and support them
- systems should be established to open the door to children wishing to talk about bullying or any other issue that affects them
- potential barriers to talking (including those associated with a child's disability or impairment) need to be identified and addressed at the outset to enable children to approach adults for help
- anyone who reports an incident of bullying will be listened to carefully and be supported
- any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
- children being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development
- those who bully will be supported and encouraged to stop bullying

- sanctions for those bullying others that involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, will be avoided

Support to the parents/guardians:

- parents/guardians should be advised on the organization's bullying policy and practice
- any incident of bullying will be discussed with the child's parent(s)/guardians
- parents will be consulted on action to be taken (for both victim and bully) and agreements made as to what action should be taken
- information and advice on coping with bullying will be made available
- support should be offered to the parent(s) including information on other agencies or support lines

Any breach of the above guidelines may result in disciplinary action at the discretion of the Flying Irish's owner following review

Child Protection Policy

Flying Irish, LLC, values young people and children as being a vital part of the organization and desires to see them grow, mature and be challenged in a healthy and safe environment

The purpose of Flying Irish, LLC, is to provide children and young people a safe and welcoming environment doing Irish Dancing where the children can grow and learn

Aims:

- To provide activities and events for children and young people and to provide support for them
- To enable the children to express themselves
- To help children/young people appreciate the diversity of their cultures
- Ensuring that teachers and volunteers are given appropriate supervision

The policy will be reviewed on an annual basis to ensure that it is meeting it's aims.

Personal/Personnel Safety

- A group of children or young people under sixteen should not be left unattended at any time
- Avoid being alone with an individual child or young person for a long time. If there is a need to be alone with a child or young person (e.g. first aid or he/she is distressed) make sure that another member knows where you are and why
- At no time should a volunteer or worker from any external organization arrange to meet a young person away from the activity without someone else being there
- Teenage assistants should always be supervised

Child Safety

- Make sure that the area you are using for activities is fit for the purpose

Make sure that all workers and assistants know:

- Where the first aid kit is
- Who is responsible for First Aid and how to record accidents or injuries in the incident book
- What to do in the event of a fire or other emergency
- Do not let children go home without an adult unless the parent has specifically said they may do so (that person is listed in the pick-up/driver form)
- Never let a child go with another adult unless the parent has informed you that this will happen (that person is listed in the pick-up/driver form)

What is child protection?

Child protection is the response to the different ways in which a young person's or child's physical, emotional, intellectual and spiritual health are damaged by the actions of another person.

Flying Irish Staff/Volunteer responsibilities:

- Listen to the child/young person
- Look at the child/young person directly and do not promise to keep any secrets before you know what they are, but always let the child/young person know if, and why, you are going to tell anyone
- Take whatever is said to you seriously and help the child/young person to trust his/her own feelings
- Take notes of exactly what is said to you avoiding assumptions and conjecture
- It is not your role to investigate any allegations (this would contaminate evidence if a situation went to court).
Any disclosure of abuse by a child/young person must be reported to the child protection services of the child/young person's location
- Speak immediately to the appropriate authority for further advice and guidance

What staff/volunteers should not do:

- Begin investigating the matter yourself
- Do not discuss the matter with anyone except the correct people in authority
- Do not form your own opinions and decide to do nothing

Things to say or do:

- 'What you are telling me is very important'
- This is not your fault'
- 'I am sorry that this has happened/is happening'
- 'You were right to tell someone'

- What you are telling me should not be happening to you and I will find out the best way to help you’
- Make notes soon after the event. Try to write down exactly what the young person or child said
- Avoid assumptions or conjecture

Things not to say or do:

- Do not ask leading questions – Why? How? What?
- Do not say ‘Are you sure?’
- Do not show your own emotions e.g. shock/disbelief
- Do not make false promises

Child Safeguarding Statement

Flying Irish, LLC, provides opportunities of Irish Dance for children and young people through participation in classes, workshops, camps, performances and competitions.

Flying Irish, LLC, is committed to safeguarding children. Flying Irish staff/volunteers must seek to create a safe environment for young people to grow and develop.

All of our staff & adult volunteers must complete the Massachusetts Mandated Reporter training program by July 2026 and must renew the training yearly.

Flying Irish, LLC, has the following procedures in place as part of our Safeguarding Policies:

- Procedures for the management of allegations of abuse or misconduct by teachers, staff and volunteers working with Flying Irish against a child within the organization
- Procedures for the safe enrollment of teacher’s adjudicators and teacher assistants registered with Flying Irish to work with children in our organization
- Procedures for access to child safeguarding training and information, including the identification of the occurrence of harm
- Procedure for reporting of child protection or welfare concerns to Statutory Authorities
- We recognize that implementation is an ongoing process. Flying Irish is committed to the implementation of this Child Safeguarding Statement and the procedures that support the intention to keep children safe from harm while availing of our organization.

MA Mandated Reporter Training

<https://mandatedreportertraining.com/massachusetts/>

Reporter Worksheet

<https://www.mass.gov/doc/worksheet-thinking-through-whether-to-file-a-51a-report/download>

