

STAFF INTERACTION WITH STUDENTS POLICY

This policy is informed by:

- **CMS Student Welfare Policy 2015**
- Early Childhood Australia Code of Ethics
http://www.imagineeducation.com.au/files/GapTraining/ECA_code_of_ethics.pdf
- Canberra Montessori School values
<https://cms.act.edu.au/about-us/our-values/>
- National Quality Framework:
National Regulations: Regulations 155, 168
- Code of Professional Practice and Conduct for ACT Teachers
<http://www.legislation.act.gov.au/di/2014-22/current/pdf/2014-22.pdf>

Statement:

Canberra Montessori School (CMS) following Montessori philosophy holds the child in a position of great respect where learning is student led. Professionals working in the CMS environment are guided by and reflect upon the Code of Professional Practice and Conduct for ACT Teachers while maintaining the core principles of the Early Childhood Code of Ethics.

Rationale:

CMS recognises that each child develops in a unique way and staff must take a reflective stance when guiding the child to reach their potential. Staff interactions must be respectful in accordance with school core values. Staff interactions link to staff appraisals and are at the heart of our purpose.

Practices:

Staff are required to:

- Recognise the uniqueness and potential of each student and formulate programmes that correspond to this ethos.
- Work to ensure students are not discriminated against based on gender, age, race, religion, language, ability, culture or national origin.
- Always apply practices that are respectful of, and provide for individual students.
- Ensure interactions with students are warm and responsive as trusting relationships are built.
- Keep consistently to routines (as far as possible) so students know what is expected.
- Set reasonable developmentally appropriate limits and provide natural consequences (following Montessori principles) to behaviours.
- Always model appropriate language and behaviour.

Approved by:	Date:	Next Review Date:
Principal	07/08/2020	07/08/2022