



Staff Code of Conduct

Acceptable Behaviours

All staff, volunteers, contractors and clergy are responsible for supporting the safety of students by:

- Adhering to the school's child safe policy and upholding the school's statement of commitment to child safety at all times
- Adhering to the Child Protection Reporting Obligations
- Using appropriate professional language which is inclusive, sensitive to cultural diversity and respectful.
- Being aware of any individual disability and create an inclusive environment, treating students equally
- Implementing the schools' social media policy / phone & electronic devices and associated procedures
- Maintaining professional boundaries by not disclosing personal information such as phone numbers
- Using physical contact only in an educational context or in response to safety issues (e.g. PE, first aid)
- Ensuring as far as practicable that adults are not alone with a student
- Wherever possible being visible - in one to one dealings with students
- Maintaining a professional and respectful teacher / student relationship (not as a friend)
- Maintaining First Aid knowledge and awareness of students with medical conditions
- Being addressed by students using correct titles – Ms, Miss, Mrs, Mr – in a courteous manner
- Responding to any identifiable risks to student safety
- Challenging unacceptable behaviours
- Completing all risk assessments
- Being mindful of how to relate to students when there are dual contexts – inside and outside of school communicating boundaries and expectations clearly
- Notifying the Principal if coaching or tutoring students outside of school
- During excursions or camps respecting students' privacy and personal space.

Unacceptable Behaviours

All staff, volunteers, contractors and clergy must not:

- Be involved in “put downs” or sarcasm.
- Use any form of discrimination – cultural, gender, religious, disability
- Attend school or school functions affected by alcohol or illicit drugs
- Showcase displays of over affection towards students
- Enter into inappropriate relationships with students
- Disrespect student and family confidentiality when in public
- Engage students in inappropriate discussions with students about other staff members
- Use terms such as “lovey / darling / sweetie” when addressing students
- Use profanity or overly familiar language
- Pre-arrange meetings with students outside of school hours without permission from the School.