

CODE OF CONDUCT FOR INTERACTING WITH STUDENTS



St Andrew's Anglican College
Vision and Spirit

1. PURPOSE

The purpose of this code of conduct is to outline the expected standards of behaviour for all stakeholders involved at St Andrew's Anglican College (the College) when interacting with children and young people at the College.

2. SCOPE

This Code of Conduct applies to all members of the College community including:

- Full time permanent employees
- Part time, temporary, casual and contract employees
- College Council members
- Volunteers
- Consultants and Contractors

3. REFERENCES

- Working with Children (Risk Management and Screening) Act 2000

4. DEFINITIONS

For the purpose of this Code of Conduct:

- Child means a student under 18 years of age
- Young Person means a student above 18 years of age

5. RATIONALE

Under the Working with Children (Risk Management and Screening) Act 2000, the College is required to have a Code of Conduct in place to provide clear guidelines to everyone involved with the College about what is expected of them and the consequences if they fail to meet the expectations. The aim of the Code of Conduct is to provide and promote a transparent and accountable environment when interacting with children and young people.

6. PROFESSIONAL OBLIGATIONS

All employees, contractors and volunteers must conduct themselves with the professionalism implied by their position and must behave at all times in a manner supportive of the welfare and best interests of all students.

7. BEHAVIORAL OBLIGATIONS

All stakeholders involved at the College must behave and act in a manner that is consistent with the Christian values and obligations of the College. Behaviour of a sexual, physical or psychological nature that exploits the position of trust with students will not be tolerated and will be deemed a breach of obligations. This behaviour includes but not limited to the following:

- Transporting a student, regardless of age without seeking the consent of a parent or caregiver or without informing the Principal;
- Seeking to visit a student, regardless of age at his/her home without the consent or knowledge of the parent or caregiver and/or Principal;
- Inviting a student, regardless of age, to the employee's home unaccompanied without the consent of a parent or caregiver and/or Principal;
- Sending or receiving correspondence of an inappropriate nature;
- Inappropriate giving of gifts;
- Physical or emotional aggression, violence or bullying;
- Sexual exhibitionism;
- Development of an intimate relationship incompatible with the professional relationship, initiated by either party;
- Exposing to a student, regardless of age, pornographic material in any medium;
- Inappropriate discussion of matters of sexual behaviour;
- Obscene language, especially of a sexual nature;
- Gestures or actions of a suggestive or obscene nature;
- Jokes of a sexual nature told in the presence of a student or students;
- Voyeurism (gaining pleasure from secret watching another person);
- Repeatedly seeking to be alone with a student;
- Detaining a student in locked facilities or facilities that do not have immediate access to relevant staff members.

This is not an exhaustive list; any behaviour that exploits a student is unacceptable

8. BREACHES

Any breaches of the aforementioned professional and/or behavioural obligations will result in the accused perpetrator being asked to leave the school premises immediately and to cease all contact with any student at the College until the conclusion of a full enquiry. Employees will be stood down with full pay until the conclusion of a full enquiry.

9. CONSEQUENCES

The outcome of an enquiry into allegations of inappropriate behaviour may result in a formal report to the Police and relevant authorities depending on the severity of the breach. The following consequences may also apply:

- Full time permanent employees - termination of employment
- Part time, temporary, casual and contract employees - termination of employment
- College Council members – required to step-down
- Volunteers – no longer authorised to perform volunteer duties

- Consultants and Contractors – contract for services terminated
- Parents – banned from entering College premises or attending College events
- Visitors and Guests - banned from entering College premises
- Students – cancellation of enrolment.

Refer to the “Managing Breaches of the Child and Youth Risk Management Strategy – Procedures” for the full range of consequences relating to the various levels of breaches.

10. RELATED DOCUMENTS

- Child and Youth Risk Management Strategy
- Managing Breaches of the Child and Youth Risk Management Strategy – Procedures
- Transporting Students in Private and College Vehicle Policy
- Duty of Care – Supervision Policy
- Student Protection Policy
- Privacy Policy
- Student Care Policy
- First Aid Policy
- ICT Policy
- WHS Policy
- Alcohol Tobacco and Illegal Substances Policy
- Code of Conduct – Staff

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