

Section: Human Resources
& Workplace
Relations
Number: 6.11
Version: 1
Page: Page 1 of 2
Approved: Executive Team
Date: August 2018
Review: Annually

CODE OF CONDUCT POLICY - STAFF

PREFACE

Peter Moyes Anglican Community School is committed to providing a child-safe environment which safe guards all students and is committed to promoting practices which provides for the safety, wellbeing and welfare of our children and young people. Peter Moyes Anglican Community School expects all school community members including staff, students, parents, volunteers, visitors and contractors to share this commitment.

INTRODUCTION

This Code of Conduct (The Code) details the minimum standards of conduct in all behaviour and decision making to ensure the safety and wellbeing of the Peter Moyes Anglican Community School community (The School).

We acknowledge the inherent vulnerability of the students in our care, and recognise that the safety and wellbeing of students depend upon the vigilance and diligence of all adults.

Staff have a duty of care to students during School hours and at all other times when a staff/students relationship exists.

This Code does not give detailed professional advice on specific behaviour. It describes the minimum requirements expected of everyone involved in the care of students at the School.

The Code places an obligation on all employees to take responsibility for their own conduct and to work with colleagues cooperatively to achieve a consultative and collaborative workplace where all members of the School community are safe and people are happy and proud to work. This Code will assist in ensuring the School is a safe environment for all and reduce the risk that staff will be unjustly accused of unprofessional or abusive conduct.

Breaches of the Code may result in disciplinary action.

The Code should be read in conjunction with other relevant School Policies (see procedural appendices).

WHO HAS TO COMPLY WITH THE CODE OF CONDUCT?

All employees of the school must comply with the Code. Volunteers, visitors and contractors are also expected to comply with the Code.

Staff, visitors, volunteers and contractors will be held accountable for breaches of the Code.

PRINCIPLES OF THE CODE OF CONDUCT

All members of the School community are expected to behave in a manner which promotes the safeguarding role of the School, in accordance with best practice, the School and professional expectations. Members of the School community must be fully aware that their actions will be subject to appropriate scrutiny by others and must be prepared to give an account of their behaviours when requested. If a breach occurs it must be brought to the attention of the Executive Team immediately.

STATEMENTS OF CONDUCT

All members of the School Community who take on a duty of care for students are expected to:

1. We act safely and competently.
2. We prioritise student safety and wellbeing in all our behaviour and decision making.
3. We abide by all laws, agreements, policies and standards (ie. Child Protection).
4. We respect the dignity, culture, values and beliefs of all members of the School community.
5. We provide opportunities for students to have a voice in their education, safety and wellbeing.
6. We treat personal information about all members of the School community as private and confidential.
7. We use electronic communication and social networking sites appropriately.
8. We provide impartial, honest and accurate information about the education, safety and wellbeing of students.
9. We support all members of the School community in making informed decisions about students.
10. We promote and preserve the trust and privilege inherent in your relationship with all members of the School community.
11. We act professionally, reflectively and ethically at all times, in accordance with the Christian Purpose of the Anglican Schools Commission.
12. We act in accordance with Anglican values as defined in the Code of Ethical Conduct.