

Frederick Irwin Anglican School

A School of the Anglican Schools Commission (Inc)



CODE OF CONDUCT – STAFF POLICY

EMPLOYEE NAME: _____

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1. PREFACE

Frederick Irwin Anglican School is committed to providing a child-safe environment which safeguards all students and is committed to promoting practices which provide for the safety, welfare and wellbeing of children and young people. Frederick Irwin Anglican School expects all school community members including staff, volunteers, students, visitors and contractors to share this commitment.

School staff are in a unique position of responsibility and authority and must make every effort to ensure that our School provides a child safe environment. Teachers in particular are of primary importance when it comes to detecting abuse and preventing abuse from occurring.

2. INTRODUCTION

This *Code of Conduct* details the standards of behaviour and clear expectations for all employees of the School regarding staff conduct in keeping with the School's Vision, Mission and Core Values; the *Child Safe Policy*, the *Mandatory Reporting Policy* and the *Reporting of Abuse and Neglect Policy* of the Anglican Schools Commission (Inc) and the *Guide to Registration Standards and Other Requirements* of the Department of Education for Non-Government Schools in Western Australia (*The Guide*). *The Guide* defines a Staff Code of Conduct as being a document that:

Promotes positive work practices and establishes expectations for personal and professional boundaries concerning appropriate and inappropriate behaviour in relation to staff, students, volunteers, parents and guardians. It provides guidance about behaviour, relationships, attitudes and responsibilities and outlines the process that will be followed if the Code is not observed. (p5)

The Principal provides and discusses this *Code of Conduct* with all staff at the commencement of their employment at Frederick Irwin Anglican School (Frederick Irwin). The *Code of Conduct* is also included in the *Staff Handbook* and can be found in the Staff section of the Intranet under the heading *Policies* for reference as required. The *Code* is intended to apply to all employees, contractors and volunteers in their work with the School. It should be read in conjunction with the *Child Safe Policy*, the *Mandatory Reporting Policy* and the *Reporting of Abuse and Neglect Policy* which can also be found in the Staff section of the Intranet under the heading *Policies*.

This *Code* does not attempt to provide a rigid, detailed and exhaustive list of what to do in every aspect of your work. Instead, it sets out general expectations of the standards of behaviour required and gives some examples of the types of behaviour that are or are not acceptable.

The *Code* places an obligation on all employees to take responsibility for their own conduct and to interact and work with colleagues cooperatively to achieve a consultative and collaborative workplace where children are safe and people experience professional satisfaction, feel valued and supported, develop an allegiance to the School, and are happy and proud to work.

The *Code of Conduct* will not only help to make our School a safer environment for children, it will also reduce the risk that staff will be unjustly accused of professional and abusive conduct.

Nothing in this *Code* should be taken to limit the circumstances in which the School may take disciplinary action in respect of an employee.

By accepting a contract of employment at Frederick Irwin Anglican School you are required to comply with the *Code of Conduct for Staff*.

3. WHO HAS TO COMPLY WITH THE CODE OF CONDUCT?

3.1 All employees of Frederick Irwin Anglican School must comply with this *Code*. Volunteers, visitors and contractors are also expected to comply with this *Code*.

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

How to Comply

1. You must:
 - (a) conduct yourself, both personally and professionally in a manner that upholds the ethos and reputation of the School;
 - (b) comply with the School's policies and procedures;
 - (c) act ethically and responsibly; and
 - (d) be accountable for your actions and decisions.
2. If you are responsible for engaging or managing external consultants, contractors or volunteers, it is your responsibility to make them aware of the School's expectations of conduct consistent with the School's *Code of Conduct* during the period of their engagement. They should be told that any conduct that is not consistent with the *Code* may result in the engagement of a contractor, consultant or volunteer being terminated.

4. PRINCIPLES OF THE CODE OF BEHAVIOUR

- 4.1 As Frederick Irwin Anglican School has a duty of care to its students, the expectation and understanding is that all staff and students will act in the best interests of the students and that the welfare and safety of students will be of paramount concern. All interactions therefore should be transparent and meet the principles of the *Code of Conduct*.
- 4.2 This *Code of Conduct* is intended to provide staff and community members with guidance as to the expected behaviours of all staff, visitors, volunteers and contractors engaged by Frederick Irwin Anglican School.
- 4.3 Staff are expected to behave in a manner which promotes the safeguarding role of the School, in a manner which is in accord with professional expectations and best practice of the teaching profession, as well as the expected norms of our community. They must be fully aware that their actions will be subject to appropriate scrutiny by other staff and by the community and they must be prepared to give an account of their behaviours to leadership when requested.
- 4.4 Any staff member who is unsure about appropriate boundaries in a particular circumstance or must act contrary to either specific or implied boundaries, must consult as early as possible with their line manager to discuss the possible breaches. If a breach inadvertently occurs the staff member must bring it to the attention of senior management immediately.
- 4.5 Staff are responsible for their own actions and should avoid any conduct which might be construed by a reasonable person as inappropriate. When considering their actions, staff could consider the following:
 - (a) How might this interaction be perceived by others?
 - (b) Am I treating this student differently to others?
 - (c) Can I achieve the same outcome through a different interaction?
 - (d) Would I do this or say this if a colleague were present?
 - (e) Would I condone my conduct if I observed it in another adult?
 - (f) What guidance would my employer give me in this situation?

5. WHAT HAPPENS IF I BREACH THE CODE OF CONDUCT?

- 5.1 As a Frederick Irwin employee, you hold a position of trust and are accountable for your actions.

- 5.2 All alleged breaches of the *Staff Code of Conduct* will be subject to scrutiny and if substantiated staff may be warned, suspended or have employment terminated. If the breach is considered to be grooming, the school is obliged to report this to the Teachers' Registration Board of Western Australia (where a teacher is involved) and the Department of Education as a critical incident. Any potentially illegal activity will be reported to the Police and appropriate actions will be taken by the senior management.
- 5.2.1 The consequences of inappropriate behaviour and breaches of this *Code* will depend on the nature of the breach.
- 5.2.2 Employees are required to report all objectively observable behaviour that is not permitted by the Code, other than those subject to mandatory reporting obligations, to the Principal, a designated senior staff member or the Chair of School Council.
NB: If the prohibited behaviour is by the Principal then it should be reported to the Chair of School Council.
- 5.2.3 Factors the School may consider when deciding what action to take may include:
- a) the seriousness of the breach;
 - b) the likelihood of the breach occurring again;
 - c) whether the employee has committed the breach more than once;
 - d) the risk the breach poses to employees, students or any others; and
 - e) whether the breach would be serious enough to warrant formal disciplinary action.
- 5.2.4 Actions that may be taken by the School in respect of a breach of the *Code* include management or remedial action, training or disciplinary action ranging from a warning to termination of employment and reporting of the matter (in the case of a teacher) to the Teacher Registration Board of Western Australia. The School reserves the right to determine in its entirety the response to any breach of this *Code*.

6. PRINCIPLES

6.1 PRINCIPLE 1 – EMPLOYEE EXPECTATIONS

- 6.1.1 As an employee of Frederick Irwin Anglican School, you should be familiar with the School's policies and procedures, particularly those that apply to your work, and know where you can access them for checking purposes and be able and willing to comply with the School's policies and procedures. The policies and procedures are available on the Staff Intranet → Policies.
- 6.1.2 If you are uncertain about the scope or content of a policy with which you must comply, or any legal obligations to which you are subject, you should seek clarification from your line manager or the Principal.
- 6.1.3 You should also be familiar with the legislation under which you are employed as this may specify requirements with which you need to comply.
- 6.1.4 As a Frederick Irwin Anglican School employee, you are expected to:
- (a) perform your duties to the best of your ability and be accountable for your performance;
 - (b) follow reasonable instructions given by your supervisor or his/her delegate;
 - (c) comply with lawful directions;
 - (d) carry out your duties in a professional, competent and conscientious manner, while seeking suitable opportunities to improve your knowledge and skills, including through participation in relevant professional development;
 - (e) act honestly and in good faith in fulfilling your duties;

- (f) be respectful, courteous and responsive in dealing with your colleagues, students, parents and members of the public;
- (g) work collaboratively with your colleagues; and
- (h) ensure that your conduct, whether during or outside working hours, is consistent with the Christian ethos of the School and does not damage the reputation of the School.
- (i) dress in a professional manner that is appropriate for your role.

How to Comply

1. Inform the Principal if you are charged with or convicted of a serious offence. You must also inform the Principal if you become the subject of a Violence Restraining Order.
2. If you become aware of a serious crime committed by another staff member, you are required to report it to the Principal, who may be required to inform the Police and/or the Department of Child Protection and Family Support and/or the Teacher Registration Board of Western Australia.
3. Report any concerns that you may have about the safety, welfare and well-being of a child or young person.
4. Report any concerns you may have about the inappropriate actions of any other employee, contractor or volunteer that involves children or young people;
5. Report any concerns you may have about any other employee, contractor or volunteer engaging in objectively observed 'reportable conduct' as described in 5.2.2 above or any allegation of 'reportable conduct' that has been made to you (see 7 below); and
 - a) if you become aware that an employee, contractor or volunteer has been charged with or convicted of an offence (including a finding of guilt without the court proceeding to a conviction) involving 'reportable conduct'; and
 - b) if you become the subject of allegations of 'reportable conduct' whether or not they relate to your employment in the School.
 You should refer to the Anglican Schools Commission *Child Safe Policy and Mandatory Reporting Policy* (with which the School must comply) for further information about these obligations.
6. Staff should make themselves familiar with the procedure for handling allegations against staff and students. It is expected that staff who form a belief that the boundaries or *Code of Conduct* has been breached will inform the Principal either by writing to the Principal confidentially or by making an appointment to meet with the Principal to discuss the matter. (See also 5.2.2.) However, if the breach of the *Code of Conduct* falls within the staff members mandatory reporting obligations, see 7. below.
7. Please note that teachers, and some other employees, have mandatory reporting obligations under the *Children and Community Services Act 2004 (WA)* where they have reasonable grounds to suspect a child is at risk of sexual harm and have current concerns about the wellbeing of the child. You should refer to the Anglican Schools Commission *Child Safe Policy and Mandatory Reporting Policy* (with which the School must comply) for further information about these obligations.
8. Any allegation of abuse received from a former student, their parent or guardians should be reported to the Principal or, if the allegation involves the Principal, the report should be made to the Chair of School Council. Notification to the appropriate authority can then be made.

6.2 PRINCIPLE 2 – GOOD TEACHING PRACTICE (*This Principle is for Teachers*)

- 6.2.1 As a professional teacher it is expected you will provide quality teaching appropriate for your students, recognising the diversity of learners in your care and making every effort to help all students equally so they have every chance of succeeding.
- 6.2.2 Good teaching also means you will work closely with your colleagues and the carers of your students and respond appropriately and promptly to any concerns they have.

How to Comply

1. You differentiate your lessons to cater for all learners and show no favoritism, bias or prejudice in your dealing with your students.
2. You make all effort to facilitate the provision of ancillary support to a student, as is determined by their needs, to enable their equitable access to educational programmes. Examples of ancillary support include extension programmes for gifted and talented students, assistive technologies, counselling.
3. You maintain a safe classroom environment.
4. As a professional you will look for and take advantage of every learning opportunity that is appropriate to your role.
5. As part of your treating all students with respect you will have high expectations of all of your students.
6. It is expected you will regularly review the School's policies and make every effort to comply with them.
7. You maintain regular communication with your students' parents.
8. As a professional teacher who understands that things change and improvement is always possible you will work cooperatively with your colleagues and share ideas and experiences in a collegiate manner.

6.3 PRINCIPLE 3 – RESPECT FOR PEOPLE

- 6.3.1 Staff should understand their responsibilities to safeguard and promote the welfare of students and other staff.
- 6.3.2 One of the School's Core Values is 'Respect'. The School expects employees to treat each other with respect and courtesy. Our daily interaction with others reflects on the School's reputation. Therefore, all employees are expected to be approachable, courteous and prompt in dealing with other people, including students, parents, other employees and members of the community.
- 6.3.3 Employees who work with students have a special responsibility in presenting themselves as appropriate role models for those students; maintaining a high standard of personal presentation, and modelling effective leadership and respect in your interactions with students can have a profoundly positive influence on a student's personal and social development.

How to Comply

1. Model effective leadership and respect in your interactions with students.
2. Continually monitor and reflect on their own practice, so as to model appropriate behaviour and to follow the guidance in this *Code of Conduct*.
3. Do not use rude or insulting behaviour, including verbal and non-verbal aggression. Abusive, threatening, intimidating or derogatory language and physical abuse or intimidation towards other employees, contractors, students and parents is unacceptable. You must not use information and communication technologies, such as email, mobile phones, text or instant messaging, blogs, social media sites and other websites to engage in this type of behaviour.
4. You must not discriminate against, or harass for any unlawful reason, or bully for any reason any employee, contractor, student or parent. Your obligations in this regard, are set out in the School's *Bullying and Harassment Policy*. Unlawful harassment or discrimination may constitute an offence under the *Equal Opportunity Act 1984* or federal industrial or discrimination legislation. Bullying may be a breach of your obligations under work health and safety legislation or your duty of care at common law. (The School takes reports of unlawful discrimination and harassment or bullying seriously and will consider action it considers appropriate if such conduct is found to have occurred including disciplining or dismissing offenders. Many incidents can be addressed effectively if reported early.)
5. You should ensure that you are aware of the School's *Bullying and Harassment Policy* and the section dealing with *Sexual Harassment* in the School's *Staff Handbook*. If you believe you are being unlawfully harassed or discriminated against or bullied:
 - (a) where you feel comfortable ask the person to stop, or make it clear that you find the behaviour offensive or unwelcome. It may be useful to speak with your line manager or one of the Gender and Workplace Equity Officers (Guy Burbage and Bronte Morgan currently fulfil this role) in the first instance to seek guidance on how to do this; and/or
 - (b) raise the issue as a grievance in accordance with the School's *Bullying and Harassment Policy* as soon as possible after the incident(s) have occurred.
6. Do not lie about or exaggerate a complaint. (The School will view this as a very serious matter, and you may be disciplined or dismissed.)

6.4 PRINCIPLE 4 – DUTY OF CARE AND OCCUPATIONAL SAFETY AND HEALTH

- 6.4.1 As an employee of Frederick Irwin Anglican School, you have a duty of care to students in your charge to take all reasonable steps to protect them from risks of harm that can be reasonably predicted.
- 6.4.2 The duty encompasses a wide range of matters, including (but not limited to):
 - the provision of adequate supervision
 - ensuring grounds, premises and equipment are safe for students' use
 - implementing strategies to prevent bullying from occurring in the school, and
 - providing medical assistance (if competent to do so), or seeking assistance from a medically trained person to aid a student who is injured or becomes sick at school.
- 6.4.3 Duty of Care
 - 6.4.3.1 As a Frederick Irwin employee, you have a duty of care to students in your charge. That duty is to take all reasonable steps to protect students from risks of harm that can be reasonably predicted. For example, preventative measures should be taken against risks from known hazards and from foreseeable risk situations. The standard of care that is required, such as the

degree of supervision, needs to be commensurate with the students' maturity and ability.

6.4.3.2 Duty of care to students applies during all activities and functions conducted or arranged by the School. The risks associated with any activity need to be assessed and managed before the activity is undertaken.

6.4.3.3 You should ensure that you are aware of the School's *Duty of Care Policy, Emergency and Critical Incident Policy, Evacuation and Lockdown Policy and Excursions Policy*.

6.4.4 Occupational Safety and Health

6.4.4.1 You also have a responsibility under occupational safety and health legislation to take care of your own health and safety at work. It is also your responsibility to ensure that your activities do not place your own safety at risk and that of your co-workers, students or other persons that you may come into contact with at work.

6.4.4.2 Considerations of safety relates to both physical and psychological well-being of individuals.

6.4.4.3 You should ensure that you are aware of and comply with the School's *Occupational Safety and Health Policy*.

How to Comply

1. Do not expose students or anyone else at your workplace to any risk or hazard.
2. You should be familiar with the School's *Evacuation and Lockdown Policy and Procedures*.
3. Do not leave students unsupervised either within or outside of class. You should be punctual to class and allocated supervision.
4. Remain with students at after school activities until all students have been collected. In the event that a student is not collected you should remain with the student until collected, or seek advice from your line manager.
5. Playground supervision is an integral part of the responsibility of staff. Do not be late to playground duty. Actively supervise your designated area, being vigilant and constantly moving around. Even if you are not on duty, you have a responsibility should you see something concerning or untoward as you walk across the campus.
6. Look out for bullying or any other form of discriminatory behaviour, and report incidents to the appropriate staff member. Additional detail about student bullying is set out in the School's *Bullying and Harassment Policy*.
7. Attend to ill or injured students. Should additional assistance be required you should contact Primary Reception or Secondary Student Reception.
8. You should ensure that you understand and comply with the School's *Health Policy*, including do not store or administer medication to students unless their use complies with the School's *Health Policy*.

6.5 PRINCIPLE 5 – MAINTAIN PROFESSIONAL RELATIONSHIPS BETWEEN EMPLOYEES AND STUDENTS

- 6.5.1 Teachers need to treat their students with courtesy and respect and provide an environment that encourages their students to do the same.
- 6.5.2 As a Frederick Irwin employee, you work in a co-educational environment with students from four to 18 years. You are expected to always behave in ways that promote the safety, welfare and well-being of children and young people. You must actively seek to prevent harm to children and young people, and to support those who have been harmed.
- 6.5.3 While not all employees are required to manage and supervise students, it is important for all school employees to understand and observe the School's child protection policies.
- 6.5.4 The detection and prevention of grooming behaviour is a vital consequence of complying with this principle. (See Appendix)

How to Comply

Supervision of students

1. Do not be alone in an enclosed space with a student. Where you are left with the responsibility of a single student, you should ensure that this is in an open space in view of others. Where this is not possible or practical it should be discussed with your line manager and/or the Principal.
2. Do not drive a student in your car unless you have specific permission from a member of the Executive and/or the Principal and written permission from the parent to do so. In the event of an emergency you should exercise discretion but then report the matter to a member of the Executive and/or the Principal.
3. If you wish to conduct a private conversation with a student you should consider the time and venue carefully to avoid placing yourselves in a vulnerable situation. It is preferable to leave the door open. You should not locate yourself between the student and the door.
4. When confiscating personal items, such as mobile phones or jewellery, ask students to hand them to you. These items should then be forwarded to the Head of Primary or Deputy Principal – Secondary for safe-keeping. With regard to all other items, only take items directly from students in circumstances where concern exists for the safety of the student or others and your own safety is not jeopardised by this action.

Physical contact with students

1. You must not impose any form of physical, corporal or demeaning punishment on a student in the course of your professional duties. Refer to the School's *Behaviour Management Policy*.
2. When physical contact with a student is a necessary part of the teaching/learning experience, you must exercise caution to ensure that the contact is appropriate and acceptable. You should seek reassurance from the student before making contact or asking for a volunteer if necessary to demonstrate a particular activity.
3. Attention to the toileting needs of young children should be done with caution. It may be appropriate to have the door open. For students with a disability, the management of toileting needs should be included in the student's individual management plan.
4. When congratulating a student, a handshake, pat on the shoulder or brief hug are acceptable as long as the student is comfortable with this action. Kissing of students is not acceptable.

5. Assessing a student who is injured or ill may necessitate touching the student. Always advise the student of what you intend doing and, if they are conscious, seek their consent.
6. Sometimes in ensuring duty of care you may be required to restrain a student from harming him or herself or others using reasonable force. Any such strategy must be in keeping with the School's behaviour management practices or individual student management plans. You should report and document any such incidents to a member of the Executive and/or the Principal.

Relationships with students

1. You must not have a romantic or sexual relationship with a student. It is irrelevant whether the relationship is homosexual or heterosexual, consensual or non-consensual or condoned by parents or caregivers. You are reminded of:
 - a) the law prohibiting sexual relations with a person under the age of consent (16 years); and
 - b) the law prohibiting sexual relations between a teacher and his or her student under the age of 18 years.
2. You must not develop a relationship with any student that is, or that can be interpreted as having a personal rather than a professional interest in a student. An overly familiar relationship with any student (including any adult student) who you are responsible for teaching, tutoring, advising, assessing, or for whom you provide pastoral or welfare support, raises serious questions of potential grooming behaviour, conflict of interest, trust, confidence, dependency, and of equality of treatment. Such relationships may also have a negative impact on the teaching and learning environment for other students and colleagues, and may carry a serious reputational risk for the School.
3. If you consider that a student is being overly familiar, seeking to establish a personal relationship with you or has developed a 'crush' on you, you should report your concerns to a member of the Executive and/or the Principal as soon as possible so that a plan can be developed to manage the situation effectively and sensitively.
4. At all times when speaking with students care must be taken to use appropriate language. You must always treat students with respect and without favouritism. There is no place for sarcasm, derogatory remarks, inappropriate familiarity or offensive comments. The use of nicknames for teachers is not permitted. Do not allow students to address you by your first name or use a nickname. (An exception is the School Chaplain who may be known as Father 'John' or Chaplain 'Mary'.)
5. You may, as part of your pastoral care role, engage in discussion with students. This is entirely appropriate. However, you must be cautious about making personal comments about a student or asking questions that probe your own or a student's sexuality or relationships. You must not hold conversations with a student of an intimately personal nature where you disclose information about yourself.
6. You must not:
 - a) invite students to your home;
 - b) visit students at their home; or
 - c) attend parties or socialise with students, unless you have the express permission of the Principal and the child's parents or care giver.
7. You must not engage in tutoring or coaching students from the School without the express permission of the Principal.
8. You must not invite students to join your personal electronic social networking site or accept students' invitations to join their social networking site (see *Principle 6 – Appropriate Use of Electronic Communication and Social Networking Sites*).
9. You must not give gifts to students. You should also carefully consider your position before accepting any gift from a student or a parent (see *Principle 10 – Declaring Gifts, Benefits and Bribes*).

10. Wherever practical, you should avoid teaching or being involved in educational decisions involving family members or close friends. Where it is not practical to avoid such situations completely, another member of staff should make any significant decisions relating to the student's assessments and have those endorsed by a line manager.
11. You should be aware of, and sensitive to, children with culturally diverse or indigenous backgrounds and cultural practices that may influence the interpretation of your behaviour.

Child Protection

You must be aware of and comply with the School's *Child Safe Policy*, the *Mandatory Reporting Policy* and the *Reporting of Abuse and Neglect Policy*. These policies can be found in the Staff section of the Intranet under the heading *Policies*.

6.6 PRINCIPLE 6 – APPROPRIATE USE OF ELECTRONIC COMMUNICATION AND SOCIAL NETWORKING SITES

- 6.6.1 The School provides electronic communication facilities for its students and employees for educational or administrative purposes. It monitors and views data stored or transmitted using the School's facilities. By its nature, electronic communication is a fast and informal way of communicating. However, once a document or image has been sent there is no way to recall it and it exists forever.

How to Comply

1. You must comply with the *ICT User Agreement*, *Social Media and Networking Staff Policy*, *Email Guidelines (Staff Handbook)*. This includes:
 - a) exercising good judgment when using electronic mail, following the principles of ethical behaviour;
 - b) using appropriate and professional language in electronic mail messages;
 - c) being aware that if an issue addressed in an email becomes the subject of a legal dispute, then those emails would be discoverable: that is, the court and all parties to the dispute would be entitled to see them;
 - d) not sending messages that are harassing, discriminatory, defamatory, threatening, abusive or obscene;
 - e) not inviting students into your personal social networking site or accepting an invitation to theirs;
 - f) not using social networking sites to email or contact students;
 - g) remembering transmission, storage, promotion or display of offensive, defamatory, or harassing material is strictly forbidden; and
 - h) reporting any situations where you become aware of the inappropriate use of electronic communication and social networking sites.
2. You must never use the School's networks to view, upload, download or circulate any of the following materials:
 - a) sexually related or pornographic messages or material;
 - b) violent or hate-related messages or material;
 - c) racist or other offensive messages aimed at a particular group or individual;
 - d) malicious, libellous or slanderous messages or material; or
 - e) subversive or other messages or material related to illegal activities.

6.7 PRINCIPLE 7 – USE OF ALCOHOL, DRUGS OR TOBACCO

- 6.7.1 Occupational Safety and Health is of fundamental importance to the School. Maintaining a safe work environment requires everyone's continuous cooperation.

- 6.7.2 You are responsible for ensuring your capacity to perform your duties is not impaired by the use of alcohol or drugs and that the use of such substances does not put at risk your or any other person's health and/or safety.

How to Comply

General

1. You must not attend work under the influence of alcohol, illegal drugs or non-prescribed and/or restricted substances.
2. Do not consume alcohol, illegal drugs or non-prescribed and/or restricted substances while at work;
3. You must notify your line manager if you are aware that your work performance or conduct could be adversely affected as a result of the effect of a prescribed drug;
4. Take action to resolve any alcohol or other drug-related problems that you have; and
5. Consult with a member of the Executive and/or the Principal if you are concerned about working with other employees who may be affected by drugs or alcohol.

Drugs

1. You must not have illegal drugs in your possession while at work. Any illegal drugs found on school property or in the possession of any person on school property may result in disciplinary action including the termination of your employment and referral to the Police and/or the Teacher Registration Board of Western Australia;
2. The same applies to situations off campus where a staff member is on duty and/or has students in his/her care;
3. You must not give students or other employees illegal drugs or restricted substances, or encourage or condone their use; and
4. You must not supply or administer prescription or non-prescription drugs to students unless authorised to do so.

Alcohol

1. You must not take alcohol to school or consume it during school hours or at any Frederick Irwin function at any time school students are present, including those events conducted outside school premises unless expressly permitted to do so by the Principal. A Frederick Irwin function is any occasion organised by the School and/or in the School's name, including dances, farewells, excursions, sporting fixtures and fund raising events;
2. You must not purchase alcohol for, or give alcohol to, any Frederick Irwin student (or to any other person under the age of 18 years); and
3. You must not encourage or condone the use of alcohol by students of any age during educational activities.

Tobacco

1. You must not smoke or permit smoking in any Frederick Irwin buildings, enclosed area or on the school grounds. This includes all buildings, gardens, sports fields, cars and car parks.
2. You must not smoke whilst at any Frederick Irwin function even if it is not on school campus. This includes, amongst all other activities, camps, tours and excursions.
3. You must not purchase tobacco or tobacco products for any Frederick Irwin student, or give them tobacco or tobacco products.

6.8 PRINCIPLE 8 – IDENTIFYING AND MANAGING CONFLICTS OF INTEREST

- 6.8.1 Private interests can, or have the potential to, influence a person's capacity to perform their duties and in turn compromise their integrity and that of the School.
- 6.8.2 As a Frederick Irwin employee, you must not act in conflict with the School's best interests. A conflict of interest can involve:
- pecuniary interests i.e. financial gain or loss or other material benefits;
 - non-pecuniary interests i.e. favours, personal relationships and associations.
- 6.8.3 Conflict of interest also includes:
- the interests of members of your immediate family or relatives (where these interests are known);
 - the interests of your own business partners or associates, or those of your workplace; or
 - the interests of your friends.

How to Comply

- As a Frederick Irwin employee, you must not act in conflict with the School's best interests.
- When faced with a situation in which conflict of interests may be present, you should report any potential or real conflict to the Principal.
- You should also report situations where a superior or colleague who has an identified conflict is, or may be perceived as, unduly influencing your decision.

6.9 PRINCIPLE 9 – DECLARING GIFTS, BENEFITS OR BRIBES

- 6.9.1 As a Frederick Irwin employee, you may be offered a gift or benefit as an act of gratitude. There are some circumstances when to refuse a gift would be perceived as rude, insulting or hurtful. You are expected to exercise sound judgement when deciding whether to accept a gift or benefit.
- 6.9.2 Accepting gifts and other benefits has the potential to compromise your position by creating a sense of obligation and undermining your impartiality. It may also affect the reputation of the School and its staff. You must not create the impression that any person or organisation is influencing the School or the decisions or actions of any of its employees.

How to Comply

- If you are offered a bribe (i.e. anything given in order to persuade you to act improperly), you must refuse it, explain why it is not appropriate, and immediately report the matter to the Principal.
- If you are offered a gift or benefit, you should always consider the value and purpose of a gift or benefit before making any decision about accepting it. A gift that is more than of a nominal value (\$50) must not become personal property. You should either politely refuse it or advise the contributor that you will accept it on behalf of the School.
- When a gift is accepted, you must advise the Principal. She/he will determine how it should be treated and make a record of its receipt. Depending on the nature and value of the gift, it may be appropriate to record the gift in the Asset Register as a donation or other such record established for that purpose.

4. Sometimes employees might, in the course of their work, win a prize of significant monetary value e.g. a computer, from another organisation. Prizes are usually considered the property of the School. If you win a prize you must advise your line manager or the Principal who will determine how the prize should be treated and recorded.

6.10 PRINCIPLE 10 – COMMUNICATION AND PROTECTING CONFIDENTIAL INFORMATION

- 6.10.1 You should be mindful of confidentiality when in discussions with parents. You cannot always give a guarantee of confidentiality especially if the matter under discussion requires mandatory reporting.
- 6.10.2 School employees should maintain the confidentiality of School information. (Refer to Confidential Information below).
- 6.10.3 School employees should be aware that there are strong legal requirements around the collection, release and privacy of information.
- 6.10.4 Before asking for information or disclosing information staff need to assure themselves that they are acting in a legal manner. If unsure you should discuss the matter with your line manager.

How to Comply

Communication

1. You are required to comply with School's *Privacy Policy* and any School policy relating to communication with parents.
2. You should not disclose personal information about another staff member to students or parents or discuss their work performance, except if authorised by the Principal in the context of grievance resolution.
3. All matters discussed in staff meetings and staff memos are to be treated confidentially and not discussed with students, members of the school community, or the public.
4. The media should not be given access to students or allowed entry to the School without the express permission of the Principal. You should not make any comments to the media about the School, students or parents without the express permission of the Principal. The Principal is the School's spokesperson to the media.

Confidential information

1. As an employee of Frederick Irwin Anglican School, you must only use confidential information for the work-related purpose it was intended.
2. Unless authorised to do so by legislation, you must not disclose or use any confidential information without the express permission of the Principal.
3. You must make sure that confidential information, in any form, cannot be accessed by unauthorised people.

Privacy

1. Sensitive and personal information should only be provided to people who are authorised to have access to it.
2. You should always exercise caution and sound judgment in discussing the personal information of students, parents, staff and other people with other Frederick Irwin employees. Normally information should be limited to those who need to know in order to conduct their duties, or to those who can assist in carrying out the School's work because of their expertise.

3. From February 22 February 2018 the School is legally required to report the loss, unauthorised access to, or disclosure, of personal information resulting in serious harm, to the any individuals to whom the information relates and the Office of the Australian Information Commissioner. In accordance with this requirement you are required to notify your line manager and/or the Principal in relation to any such loss, access or disclosure, including school information that may be contained on school or personal devices. For more information please refer to the 'Notification of data breaches' section of the School's Privacy Policy).

6.11 PRINCIPLE 11 – RECORD KEEPING

- 6.11.1 All employees have a responsibility:
 - a) to create and securely maintain full, accurate and honest records of their activities, decisions and other business transactions; and
 - b) to capture or store records in the School's record systems.

How to Comply

1. You must not destroy or remove records without appropriate authority.
2. Line managers have a responsibility to ensure that the employees reporting to them comply with their records management obligations.
3. Employees responsible for assessing and recording marks for students' work must do so accurately, fairly and in a manner that is consistent with relevant policy and the requirements of the School.
4. Employees must maintain the confidentiality of all official information and documents which are not publicly available or which have not been published.

6.12 PRINCIPLE 12 – COPYRIGHT AND INTELLECTUAL PROPERTY

- 6.12.1 When creating material you need to ensure the intellectual property rights of others are not infringed and information is recorded about any third party copyright/other rights included in materials.
- 6.12.2 If you develop material that relates to your employment with the School, the copyright in that material will belong to the School. This may apply even if the material was developed in your own time or at home. Please also refer to your *Letter of Appointment* (Employment Contract).

How to Comply

1. Advice relating to sharing or licensing the School's intellectual property should be sought from the Principal.
2. Do not give away or assign the School's intellectual property without the approval of the Principal.
3. You should not use the School's intellectual property (including copyright) for private purposes without obtaining written permission from the Principal.

7. RELEVANT POLICIES

Related policies, some referred to specifically in the text of the *Code of Conduct* and others which are inferred:

- Allegation of Misconduct by Employees in ASC Schools (ASC)
- Bullying and Harassment (includes Cyber-Bullying and Workplace Bullying)
- Child Safe (ASC)
- Dispute and Complaint Resolution (ASC)
- Duty of Care
- Email
- Emergency and Critical Incident
- Evacuation and Lockdown
- Excursions Policy and Procedures
- Mandatory Reporting (ASC)
- Occupational Safety and Health
- Privacy
- Reporting of Abuse and Neglect (ASC)
- Visitors to the School

8. RELEVANT LEGISLATION

Relevant legislation includes but is not limited to:

- Corruption and Crime Commission Act 2003
- School Education Act 1999
- School Education Regulations 2000
- Working With Children (Criminal Record Checking) Act 2004
- Teacher Registration Act 2012
- The Teacher Registration (General) Regulations 2012

9. ACKNOWLEDGEMENT

- Association of Independent Schools NSW
- Association of Independent Schools WA

10. STAFF ACKNOWLEDGEMENT

By signing this Acknowledgement you are agreeing to abide by this *Code of Conduct* to the best of your ability and acknowledge that you understand that breaches of this *Code of Conduct* will be taken seriously and could result in termination of your employment.

I _____ have read, understood and agree to comply with the terms of this *Code of Conduct*.

Employee Signature

Dated

Principal Signature

The original will be kept on file and a signed copy passed on to the employee

Appendix to this Code of Conduct

Understanding Grooming Behaviour

Grooming in a child protection context refers to deliberate actions undertaken to engage in sexual activity with a child. It differs from sexual abuse in that it is primarily a preparatory activity occurring before abuse occurs, but is continued during and after the abuse to ensure the safety of the groomer.

Grooming is a subtle, gradual and escalating process of building trust with a child and those around the child, both children and adults, with the express purpose of the sexual gratification of the perpetrator; this generally involves engaging in sexual activity with the child. It is deliberate and purposeful and occurs both before and after the abuse. Abusers may groom children and supporting adults for weeks, months or even years before any sexual abuse actually takes place. The grooming may occur in person, via cyber media and/or other forms of communication.

A committed offender will employ grooming behaviour from an early stage and because it is so subtle and gradual the child may not even be aware that the actual abuse when it occurs, is wrong or harmful. The grooming occurs with the child but also with those supporting networks around the child which might normally act as a deterrent or protective element. The perpetrator will invest significant energy and patience to minimise the risk of detection and exposure.

The groomer will employ manipulation, guilt, shame, bribery, coercion or exploit low self-esteem to psychologically manipulate the child. As a result, the child becomes increasingly dependent on the groomer and increasingly alienated from protective elements including possible sources to disclose to. This is a deliberate strategy employed to maintain the secrecy of the abuse and to ensure the silence of the child.

The groomer will exploit any vulnerabilities of the protective elements around the child, including parent and family circumstances and school systemic weaknesses. Groomers are very adept at identifying anomalies, boundary ambiguities and any lack of systemic awareness, and then using them to deflect attention from their own actions and intentions.

While distinguishing between appropriate intent and inappropriate intent is often difficult, particularly for a child, it is essential that schools have very clear expectations and boundaries around employee behaviours so that there can be rigorous accountability when dealing with staff.

Schools must work to improve their knowledge and understanding in this area so they are able to challenge existing practice, recognise unprofessional behaviour and build a shared understanding of what a safe school is.

Grooming behaviour with children may include, but is not limited to:

- Selecting and befriending a child and gaining his or her trust and then exploiting the child's vulnerabilities.
- Testing a child's boundaries through telling inappropriate jokes, roughhousing, backrubs, tickling, or sexual games.
- Moving from non-sexual touching to 'accidental' sexual touching. This typically happens during play so the child may not even identify it as purposeful, inappropriate touching. It is often done slowly so the child is gradually desensitised to the touch.
- Manipulating the child to not tell anyone about what is happening. The abuser may use a child's fear, embarrassment or guilt about what has happened. Sometimes the abuser uses bribery, threats or coercion, causing the child to feel responsible for the abuse.
- Children may not notice or may become confused as the contact becomes increasingly intimate and sexual.

Grooming behaviour with adolescents may include additional strategies, such as:

- Identifying with the adolescent. The abuser may appear to be the only one who understands him/her.
- Displaying common interests in sports, music, movies, video games, television shows, etc.

- Recognising and filling the adolescent's need for affection and attention.
 - Giving gifts or special privileges to the adolescent.
 - Allowing or encouraging the adolescent to break rules (e.g., smoking, drinking, using drugs, viewing pornography).
 - Communicating with the adolescent outside of the person's role (e.g. teacher, coach). This could include, for example, texting or emailing the teen without the parents' knowledge.
- In addition to grooming the child, the groomer will use deflection strategies to remain unchallenged. Some of these strategies may include where the perpetrator:
- promotes self and creates a reputation as caring, child-loving, competent, available, trustworthy, truthful
 - raises doubts about the motives, mental health, reliability of the child or anyone else who might approach support services with allegations
 - fosters dependency as someone the family can rely on
 - positively represents child to others so as to be perceived as someone who would never harm the child

Preventing or interrupting the grooming process:

Schools unfortunately provide a vast array of opportunities for groomers to enact the grooming process. Some abusers have a particular preference for children within particular age bands and some studies have shown that groomers will take child focussed employment primarily to get access to a particular cohort of children.

Within the School's context, all Frederick Irwin staff members are accountable to the School's Code of Conduct and, as with all other aspects of the Code, grooming behaviour will not be tolerated.