

GENERAL CONDITIONS OF EMPLOYMENT POLICY

6.1.0 Code of Conduct With information on How to Apply

V. 4

Please note this Policy replaces the
Ministering Together Document

| VERSION | DATE REVIEWED |
|---------|---------------|
| V1 | Term 2, 2019 |
| V2 | Term 4, 2019 |
| V3 | Term 4, 2020 |
| V4 | Term 1, 2021 |
| | |

Intended Use

This Code of Conduct is intended to be a UXY 'Uj U]UV Y 'c 'h\Y '7 c ``Y [Y NjgUZZU the commencement of their employment (e.g.. preferably around induction and training) and it is to be available and/or provided to staff during the course of their employment or involvement with the College. The Code gives comprehensive directions to these employees or other workers as to the expected standard of behaviour. This Code is intended to apply to all employees and contractors and volunteers in their work with the College.

1. Purpose

South Coast Baptist College is committed to providing a child-safe environment which safe guards all students and is committed to promoting practices that

South Coast Baptist College is Christ centred and student focused.

South Coast Baptist College is committed to having qualified Christian staff, who are called by God to the ministry of a Christian school, who are spiritually compatible with the College and who model a Christ like Character.

As a College employee, you are expected to:

- a. Maintain a Christian life and witness:

Essential conditions of initial appointment and ongoing employment at South Coast Baptist College include:

- i. A personal faith in Jesus Christ;
 - ii. A lifestyle that is consistent with Christian beliefs and values and
 - iii. Maintaining active fellowship with a Christian Church.
- b. perform your duties to

You should refer to the 7 c`Y[YŃj Child Protection Policy 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 follow the below procedure:

- 7 Teachers and some other employees have mandatory reporting obligations under the Children and Community Services Act 2004 (Western Australia) where they form a belief on reasonable grounds that a child is being sexually abused or has been sexually UVi gYX" i` Mt i` g\ci` X` fY Zf` h` h\Y` 7 c`Y[YŃj A UbXUhc fm FYdc fhb[` Dc`]Wm Zc f` Z fh\Yf information about these obligations.

- 8 In cases where a former student (under the age of 18), or the parent or guardian of a former student, makes an allegation about child sexual abuse at the school occurring before 2009, the Department of Communities, Child Protection and Family Support is to be informed immediately. A matter involving a former student who is 18 or over is reportable to the Police.

6.2 Principle 2 - Good teaching practice

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.

Good teaching also means you will work closely with your colleagues and the carers of your students

6.3 Principle 3 - Respect for people

Staff should understand their responsibilities to safeguard and promote the welfare of students, staff, parents and contactors.

The school expects employees to treat each other with respect and courtesy. Our daily interaction with others reflects on the school. Employees are expected to be approachable, respectful, courteous and prompt in dealing with other people, including students, parents, other employees and members of the community.

Employees who work with students have a special responsibility in presenting themselves as appropriate role models for those students. Modelling effective leadership and respect in your interactions with students is essential for their social development.

6.4 Principle 4 - Duty of care and OS&H

As an employee, you have a duty of care to students in your charge to take all reasonable steps to protect them

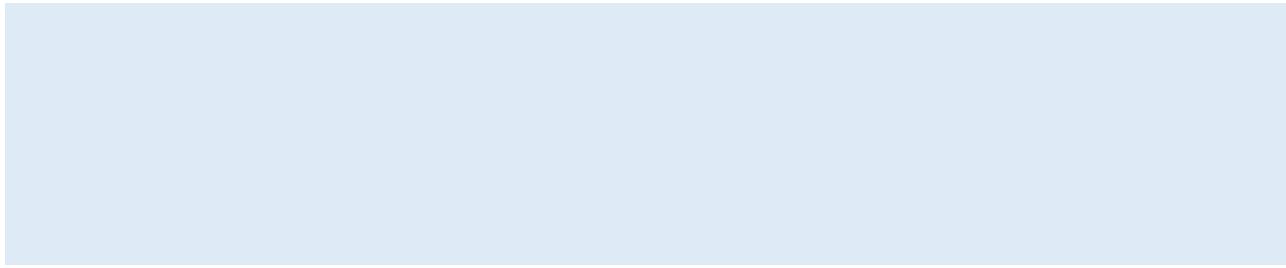
The duty encompasses a wide range of matters, including (but not limited to):
the provision of adequate supervision;

6.5 Principle 5 - Maintain professional relationships between employees and students

SCBC employees need to treat its students with courtesy and respect and provide an environment that encourages students to do the same.

As a school employee, 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

Relationships with students



6.7 Principle 7 - Use of alcohol drugs or tobacco

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

You are responsible for ensuring your capacity to perform your duties is not impaired by the use of U\Wc\c`c`fXfi [gUbX`hUh\hY`i gY`cZg\W`g\ VgUbWgXcYg`bchdi hUhifg`mci`c`fUbmich\YfdYfg`bNg` health and 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 supervisor 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.
5. Consult with your supervisor or Principal if you are concerned about working with other employees who may be affected by drugs or alcohol.

Drugs

- 1.

6.8 Principle 8 – Identifying and Managing Conflicts of Interest

Private interests can, or have the potential to, influence a school employee's judgment and in turn compromise their integrity and that of the school.

A conflict of interest can involve:

- a) Pecuniary interests (i.e. financial gain or loss or other material benefits).
- b) Non-pecuniary interests (i.e. favours, personal relationships and associations).

Conflict of interest also include:

- a) The interests of members of your immediate family or relatives (where these interests are known).
- b) The interests of your own business partners or associates, or those of your workplace.
- c) The interests of your friends.

How to Comply

- 1 As a school employee, you must not act in conflict with the school's best interests.
- 2 When faced with a situation in which conflict of interests may be present, you should report any potential or real conflict to your

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

