



Employee Code of Conduct

The aim of this Code is to outline the standards of behaviour expected of **all** employees at St Andrews Lutheran College.

This Code does not attempt to provide a detailed and exhaustive list of what to do in every aspect of your work, instead it sets out the College's general expectations of the standards of behaviour required.

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 people are happy and proud to work.

Who has to comply with the Code of Conduct?

By accepting employment with the College, you must be aware of and comply with this Code.

Therefore, you must:

- a) conduct yourself, both personally and professionally in a manner that upholds the Christian ethos and reputation of the College
- b) comply with the College's policies and procedures at all times
- c) act ethically and responsibly
- d) be accountable for your actions and decisions.

Contractors and Volunteers

Contractors, consultants and volunteers working with the College must be aware of this Code and conduct themselves in a manner consistent with the conduct described in it.

Conduct that is not consistent with the conduct set out in this Code may result in the engagement of a contractor, consultant or volunteer being terminated.

If you are engaging or managing external consultants, contractors or volunteers, it is your responsibility to make them aware of the College's expectations of conduct during the period of their engagement.

General

This Code is not intended to be contractual in nature and does not impose any contractual obligations on the College. The College reserves the right at its sole discretion to vary or cancel this Code at any time.

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

1. What is expected of you as an employee?

- 1.1 As an employee, you must be aware of the College's policies and procedures, particularly those that apply to your work. Many of these are available online, others may be made available to you through induction and training and development programs.
- 1.2 If you are uncertain about the scope or content of a policy with which you must comply, you should seek clarification from your direct supervisor or the Principal.
- 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.
- 1.4 As a College 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 direct supervisor or their 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 courteous and responsive in dealing with your colleagues, students, parents and members of the public
 - g) work collaboratively with your colleagues
 - h) ensure that your conduct, whether during or outside working hours, is consistent with the Christian ethos of the College and does not damage the reputation of the College.

2. What happens if I breach the Code of Conduct?

As a College employee, you hold a position of trust and are accountable for your actions.

- 2.1 The consequences of inappropriate behaviour and breaches of this Code will depend on the nature of the breach.
- 2.2 Employees should report possible breaches by colleagues to their Manager, Deputy Principal or the Principal. If the possible breach is by their Manager or Deputy then it should be reported to the Principal.
- 2.3 Factors the College 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
 - e) whether the breach would be serious enough to warrant formal disciplinary action.
- 2.4 Actions that may be taken by the College 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. The College will reserve the right to determine in its entirety the response to any breach of this Code.

3. Required reporting

Employees are required to report certain information to the College.

- 3.1 All employees are required to inform the Principal if they are charged with or convicted of a serious offence (those punishable by 12 months or more in jail). You must also inform the Principal if you become the subject of an Apprehended Violence Order (AVO).
- 3.2 If, through your employment with the College, you become aware of a serious crime committed by another person you are required to report it to the Principal, who may be required to inform the police.
- 3.3 As a College employee, you must report to your Deputy Principal or the Principal:
- i) any concerns that you may have about the safety, welfare and wellbeing of a child or young person
 - ii) any concerns you may have about the inappropriate actions of any other employee, contractor or volunteer that involves children or young people
 - iii) any concerns you may have about any other employee, contractor or volunteer engaging in 'reportable conduct' or any allegation of 'reportable conduct' that has been made to you
 - iv) 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'
 - v) if you become the subject of allegations of 'reportable conduct' whether or not they relate to your employment in the College.
- You should refer to the College's Child Protection Program for further information about these obligations.***
- 3.4 Please note that all employees have mandatory reporting obligations where they have reasonable grounds to suspect a child under the age of 18 years is at risk of significant harm and have current concerns about the safety, welfare and wellbeing of the child. You should refer to the College's Child Protection Program for further information about these obligations.

4. Respect for people

The College expects employees to treat each other with respect and courtesy, and uphold the high expectations of model adult behaviour based on our Christian ethos.

Our daily interaction with others reflects on the College'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.

- 4.1 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 can have a profoundly positive influence on a student's personal and social development.
- 4.2 Similarly, it is important for you to treat your colleagues, other employees, contractors, students and parents with respect. 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, and goes against the Lutheran Church of Australia's, Valuing Safe Communities Statement of Values. 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.

- 4.3 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, including the list of unlawful reasons, are set out in the College's Equal Employment Opportunity and Harassment Program. Unlawful harassment or discrimination may constitute an offence under state or federal discrimination legislation. Bullying may be a breach of your obligations under work health and safety legislation or your duty of care at common law.
- 4.4 You should ensure that you are aware of the College's Equal Employment Opportunity and Harassment Program. 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 direct supervisor 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 College's Equal Employment Opportunity and Harassment Program as soon as possible after the incident(s) have occurred.
- 4.5 The College 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.
- 4.6 If you lie about or exaggerate a complaint, the College will view this as a very serious matter, and you may be disciplined or dismissed.

5. Duty of care and work health and safety

As a College employee, you have a duty of care to students in your charge to take all reasonable steps to protect students from risks of harm that can be reasonably predicted.

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 College, 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 the College.

Duty of care

- 5.1 As a College employee, you have a duty of care to students in your charge, at both on-site and off-site activities and functions. That duty is to take all reasonable steps to protect students from risks of harm that can be reasonably predicted. For example, risks from known hazards and from foreseeable risk situations against which preventative measures can be taken. The standard of care that is required, for example; the degree of supervision needs to be commensurate with the students' maturity and ability.
- 5.2 Duty of care to students applies during all activities and functions conducted or arranged by the College both on-site and off-site. **The risks associated with any activity need to be assessed and managed before the activity is undertaken.**
- 5.3 You should ensure that you are aware of the College's policies relating to Duty of Care, Excursions, Inter College Sport and Exchange Programs etc.

Work health and safety

- 5.4 You also have a responsibility under work health and safety 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 at risk the health and safety of your co-workers, students or other persons that you may come into contact with at work.
- 5.5 Working alone or after hours poses a specific risk in which your ability to immediately seek emergency assistance is reduced significantly. To work alone or after hours you must seek permission from your Direct Supervisor and abide by the relevant Work Health and Safety Policy.
- 5.6 Considerations of safety relate to both physical and psychological wellbeing of individuals.
- 5.7 You should ensure that you are aware of the College's Work Health and Safety Program.

Supervision of students

- 5.8 You must take all reasonable steps to ensure that no student is exposed to any unnecessary risk of injury.
- 5.9 You must be familiar with and comply with the College's evacuation procedures.
- 5.10 Students must not be left unsupervised either within or outside of class. You must be punctual to class and allocated supervision.
- 5.11 You must remain with students after College 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 Manager or Deputy.
- 5.11 Playground supervision is an integral part of the responsibility of staff. It must take precedence over other activities. It is unacceptable to be late. **You must actively supervise your designated area, being vigilant, visible and constantly moving around.**
- 5.12 You should be alert to bullying or any other form of discriminatory behaviour, and report incidents to the appropriate staff member. Additional details about student bullying is set out in the Anti-Bullying and Harassment Policy.
- 5.13 Ill or injured students must be attended to by a supervising staff member who is first aid trained. Should additional assistance be required you must contact Main Reception on Extension 100, who will in turn contact the Nurse.
- 5.14 You should ensure that you understand and comply with the College's policy in regard to the storage and administration of prescribed medication to students Administration of Medication Policy.

6. Professional relationships between employees and students

As a College 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 and young people, and to support those who have been harmed.

While not all employees are required to manage and supervise students, it is important for all College employees to understand and observe the College's Child Protection Program.

Supervision of students

- 6.1 You should avoid situations where you are 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 Head of Department, Deputy or the Principal.
- 6.2 You should never drive a student in your car unless you have specific permission from your Deputy and/or the Principal to do so. You must provide a copy of your Drivers Licence and a copy of your current Full Comprehensive Insurance Policy for the vehicle you will be transporting students in, as well as written Parental Permission via Parent Lounge. In the event of an emergency you should exercise discretion but then report the matter to Main Reception on (07) 5568 5900 (Dial 1), who will instigate the correct College protocol.
- 6.3 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.
- 6.4 When confiscating personal items, such as mobile phones or hats, ask students to hand them to you. 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

- 6.5 You must not impose physical punishment on a student in the course of your professional duties.
- 6.6 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 by asking for a volunteer if necessary to demonstrate a particular activity.
- 6.7 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.
- 6.8 When congratulating a student, a handshake or a pat on the shoulder are acceptable as long as the student is comfortable with this action. Kissing of students is not acceptable.

- 6.9 Assessing a student who is injured or ill may necessitate touching the student. Always advise the student of what you intend doing and seek their consent first.
- 6.10 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 College's behaviour management practices or individual student management plans. You should report and document any such incidents.

Relationships with students

- 6.11 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)
 - b) the law prohibiting sexual relations between a teacher and their student under the age of 18 years.
- 6.12 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) that you are responsible for teaching, tutoring, advising, assessing, or for whom you provide pastoral or welfare support raises serious questions of 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 College.
- 6.13 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 your Manager, Deputy Principal and/or the Principal as soon as possible so that a plan can be developed to manage the situation effectively and sensitively.
- 6.14 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.
- 6.15 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.
- 6.16 You must not:
- a) invite students to your home
 - b) visit students at their home
 - c) attend parties or socialise with students, unless you have the express permission of the Principal and their parents or care giver.
- 6.17 You must not engage in tutoring or coaching students from the College without the express permission of the Principal.

- 6.18 You must not invite students to join your personal electronic social networking site or accept students' invitations to join their social networking site see Section 7 - Appropriate use of electronic communication and social networking sites.
- 6.19 You must not give gifts to students. You must also carefully consider your position before accepting any gift from a student see Section 10 - Declaring gifts, benefits and bribes
- 6.20 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 your direct supervisor.
- 6.21 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

- 6.22 You must be aware of and comply with the College's Child Protection Program.
- 6.23 As set out in Section 3 you must report any concerns you may have about any other employee, contractor or volunteer engaging in 'reportable conduct' or any allegation of 'reportable conduct' that has been made to you to your Deputy Principal or the Principal. This includes self-disclosure if the allegation involves you.
- 6.24 Broadly, 'reportable conduct' includes:
- a) any sexual offence, or sexual misconduct, committed against, with, or in the presence of, a child (including a child pornography offence)
 - b) any assault, ill-treatment or neglect of a child
 - c) any behaviour that causes psychological harm to a child, whether or not the child consents.
- 6.25 Reportable conduct does not extend to:
- a) conduct that is reasonable for the purposes of the discipline, management or care of children, having regard to the age, maturity, health or other characteristics of the children and to any relevant codes of conduct or professional standards
 - b) the use of physical force that, in all the circumstances, is trivial or negligible, but only if the matter is to be investigated and the result of the investigation recorded under workplace employment procedures.
- 6.26 For further information about 'reportable conduct' see the College's Child Protection Program.
- 6.27 The requirements outlined in Section 6 in relation Supervision, Physical Contact and Relationships with Students set professional boundaries in relation to your behaviour. They make clear what behaviour is unacceptable and could amount to reportable conduct.

7. Appropriate use of electronic communication and social networking sites

The College provides electronic communication facilities for its students and employees for educational or administrative purposes. It monitors and views data stored or transmitted using the College'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.

- 7.1 You must comply with the College's Information Communications and Technology Agreement and Social Media Policy for acceptable use guidelines. 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 accept an invitation to theirs, with the exception of the Year 12 Facebook Group which is monitored by the Head of Senior School
 - 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
 - h) reporting any situations where you become aware of the inappropriate use of electronic communication and social networking sites.
- 7.2 You must never use the College'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
 - e) subversive or other messages or material related to illegal activities.

8. Use of alcohol, drugs and tobacco

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

- 8.1 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 you or any other person's health and safety.
- 8.2 As a College employee, you must:
- a) not attend work under the influence of alcohol, illegal drugs or non-prescribed and/or restricted substances
 - b) not consume alcohol, illegal drugs or non-prescribed and/or restricted substances while at work

- c) notify your direct 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
- d) take action to resolve any alcohol or other drug-related problems that you have
- e) consult with your Manager, Deputy or Principal if you are concerned about working with other employees who may be affected by drugs or alcohol.

Drugs

- 8.3 As a College employee, you must not:
- a) have illegal drugs in your possession while at work. Any illegal drugs found on College property or in the possession of any person on College property may result in disciplinary action including the termination of your employment and referral to the Police
 - b) give students or other employees illegal drugs or restricted substances, or encourage or condone their use
 - c) supply or administer prescription or non-prescription drugs to students unless authorised to do so.

Alcohol

- 8.4 You must not bring alcohol into the College or consume it during College hours or at any College function that College students are present at, including those events conducted outside College premises unless expressly permitted to do so by the Principal. A College function is any occasion organised by the College and/or in the College's name, including farewells, excursions, sporting fixtures and fund raising events etc.
- 8.5 You must not:
- a) purchase alcohol for, or give alcohol to, any College student (or to any other person under the age of 18 years)
 - b) encourage or condone the use of alcohol by students of any age during educational activities.

Tobacco (including E-Cigarettes)

- 8.6 You must not smoke or permit smoking in any College buildings, enclosed area or on College grounds, this includes all buildings, gardens, sports ovals, cars and car parks.
- 8.7 You must not purchase tobacco or tobacco products for any College student, or give them tobacco or tobacco products.

9. Identifying and managing conflicts of interest

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 College.

- 9.1 As a College employee, you must not act in conflict with the College's best interests. A conflict of interests 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

- c) It may not only be about your own interests. It may include:
 - i. the interests of members of your immediate family or relatives (where these interests are known)
 - ii. the interests of your own business partners or associates, or those of your workplace
 - iii. the interests of your friends.

9.2 When faced with a situation in which conflict of interests may be present, you should report any potential or real conflict to your direct supervisor or the Principal.

9.3 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.

10. Declaring gifts, benefits and bribes

As an 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 judgment when deciding whether to accept a gift or benefit.

10.1 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 your Manager, Deputy or Principal.

10.2 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 College and its staff. You must not create the impression that any person or organisation is influencing the College or the decisions or actions of any of its employees.

10.3 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 nominal value, e.g. \$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 College.

10.4 When such a gift is accepted, you must advise your Manager, Deputy or Principal. They 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.

10.5 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 College. If you win a prize you must advise your Manager, Deputy or the Principal who will determine how the prize should be treated and recorded.

11. Communication and protecting confidential information

Communication

- 11.1 You are required to comply with the established line of communication with parents in the College, via Teacher Kiosk / TASS.
- 11.2 You must be mindful of confidentiality when in discussions with parents. You cannot provide a guarantee of confidentiality if the matter under discussion requires mandatory reporting. You must remember not to discuss other students with parents.
- 11.3 You must 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.
- 11.4 All matters discussed in staff meetings and staff emails are to be treated confidentially and not discussed with students, members of the College community, or the public.
- 11.5 The media must not be given access to students or allowed entry to the College without the express permission of the Principal. You must not make any comments to the media about the College, students or parents without the express permission of the Principal.
- 11.6 Access to students by external agencies, for example; Police, DOCS, can only be granted, with the permission of the Principal. In this instance, a member of the College Executive team must be present at all times.

Confidential information

- 11.6 As a College employee, you must only use confidential information for the work-related purpose it was intended.
- 11.7 Unless authorised to do so by legislation, you must not disclose or use any confidential information without the express permission of the Principal.
- 11.8 You must make sure that confidential information, in any form, cannot be accessed by unauthorised people.

Privacy

- 11.9 Sensitive and personal information must only be provided to people, either within or outside the College, who are authorised to have access to it, please refer to the Privacy Program.
- 11.10 You must always exercise caution and sound judgment in discussing the personal information of students, parents, staff and other people with other College 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 College's work because of their expertise.

12. Record keeping

- 12.1 All employees have a responsibility:
- a) to create and maintain full, accurate and honest records of their activities, decisions and other business transactions
 - b) to capture or store records in the College's record systems.
- 12.2 You must not destroy or remove records without appropriate authority.
- 12.3 Direct Supervisors, Managers, Deputies and the Principal have a responsibility to ensure that the employees reporting to them comply with their records management obligations, this may include pastoral, academic, medical, reasonable adjustments, financial, personal information etc.
- 12.4 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 College.
- 12.5 Employees must maintain the confidentiality of all official information and documents which are not publicly available or which have not been published.

13. Copyright and intellectual property

- 13.1 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.
- 13.2 Advice relating to sharing or licensing the College's intellectual property should be sought from the Principal.
- 13.3 The College cannot give away or assign its intellectual property without the approval of the Principal.
- 13.4 If you develop material that relates to your employment with the College, the copyright in that material will belong to the College. This may apply even if the material was developed in your own time or at home.
- 13.5 You should not use the College's intellectual property, including copyright, for private purposes without obtaining written permission from the Principal.

14. Acknowledgement

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

Full Name of Staff Member:
(Please Print)

Signature:

Date: