

Scoresby Secondary College Code of Conduct for working with students

This Code of Conduct applies to all school staff including those who are:

- *Employed under 2.4 of the Education Training Reform Act in the government teaching service: or*
- *Employed under a contract of service by the council of the school under part 2.3 of the Education Training Reform act; or*
- *A volunteer or a contracted provider (whether or not a body corporate or another person is an intermediary).*

The College environment includes all venues where school events take place (excursion, event, sport and camp venues) and virtual environments such as the College intranet and email.

General

- Each staff member must be aware that they are an adult role model for students. As such staff members must always follow the Victorian Teaching Profession Code of Conduct. (VIT). Staff must be fully aware that their interactions are visible within the College environment.
- Staff will create an inclusive environment for all students regardless of cultural or linguistic background, ability or disability, sexuality or gender.
- Staff will always behave ethically and will not accept bribes or inducements from students or parents for favourable treatment or assessments.
- Staff members will always be neutral about their personal political and religious views in their interactions with students.
- Staff interactions with students will be respectful of students and will model emotional intelligence at all times.
- Staff members and volunteers will listen to student perspectives and seek to understand issues from their viewpoint.

Appropriate Behaviour with Students

- Staff will never use abusive language or swear at, or in front of, students.
- Staff will never use sexual innuendo or sexually suggestive language with students.
- Staff will never touch students in a manner that could possibly be interpreted as sexual or aggressive.
- Staff members will never pursue, or have, physically intimate relationships with students.
- Meetings between individual students and staff should take place in communal spaces, or where they can be observed.

Student Behaviour Management.

- Staff will take a non-confrontational approach when managing student behavior. They will never use humiliation or sarcasm when disciplining students.
- Staff will never threaten or use any form of corporal punishment or physical violence with students.
- Staff will not combine with each other to discipline students.

Social Media

- Staff may use social media for educational purposes but will not have current students as friends on their personal social media.
- Staff must have their own social media setting set to private so students cannot monitor them.
- Staff may not tag other staff members in photographs on social media.

Duty of Care

- Staff must be aware their duty of care to students extends to any social media interactions with students.
- Staff attending student social functions (parties etc) must be aware that their full duty of care extends to these situations even when parents are present.