

## CODE OF CONDUCT

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*Christian Ethical Conduct requires us to strive to develop and nurture relationships grounded in Gospel values.*

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### Elements of Ethical Conduct

Dignity	<b>Respecting Dignity is based upon:</b> <ul style="list-style-type: none"><li>• A conscious appreciation of the uniqueness and sacredness of an individual's creation</li><li>• A sensitivity to the fact that each individual has emotions, fears, hopes and innate goodness which flows from creation in the image of God</li></ul>
Giftedness	<b>Recognising the Giftedness of others involves:</b> <ul style="list-style-type: none"><li>• Naming, acknowledging and appreciating these gifts</li><li>• Empowering individuals and groups to utilise their gifts</li></ul>
Accountability	<b>Committing to taking personal and professional responsibility for one's choices and actions</b>
Confidentiality	<b>Ensuring appropriate confidentiality based upon:</b> <ul style="list-style-type: none"><li>• Respect for others</li><li>• Integrity and professionalism</li></ul>
Relationships	<b>Fostering positive relationships which flow from being:</b> <ul style="list-style-type: none"><li>• Welcoming, honest and open</li><li>• Trusting, trustworthy and supportive</li><li>• Generous in sharing knowledge, skills and workload</li></ul>
Professional Boundaries	<b>Attending to professional behaviour by ensuring:</b> <ul style="list-style-type: none"><li>• An understanding of the imbalance of power between staff and students</li><li>• All students and colleagues are treated fairly and ethically</li></ul>

### Purpose

The purpose of this Code of Conduct is to describe minimum standards of conduct in all behaviour and decision-making to ensure the safety and well-being of students.

### Application

This Code applies to all parents, guardians, caregivers and volunteers as applicable. The staff and students at the College have an extensive, dedicated Code of Conduct which includes the principles enclosed in this Code. Please note that the term 'parent' includes guardians.

## Introduction

We acknowledge the inherent vulnerability of the students in our care.

We recognise that the safety and well-being of students depends upon the vigilance and diligence of staff and parents.

Rather than give professional advice on specific behaviour the Code describes the minimum requirements expected of us.

The guidelines of behaviour included in the Code are illustrative rather than exhaustive.

If our behaviour varies from the standards described in the Code we should be prepared to explain and justify our decisions and actions.

While not all language in the Code is mandatory by definition there is a presumption that the conduct described is mandatory and therefore not discretionary.

We conduct ourselves personally and professionally in a manner which encourages trust and confidence in the College and the Church.

We have a responsibility to students and their families as well as community members to provide and support the safe and competent education and care of the students.

Where confusion may exist as to whether a decision is governed by parts of the Code or school policies we give priority to what best serves the interests of the student.

## Breaches

Breaches of the Code must be notified to the Principal and it is a breach of the Code not to do so.

A breach of the Code may attract counselling or other sanctions as decided by the Principal which are appropriate to the circumstances. In all cases the maintenance of the safety and well-being of students is paramount.

The Principal must notify the appropriate authorities of any breach of the Code that is considered grooming behaviour i.e. deliberately carried out with the intention of befriending or establishing an emotional connection with a student.

The Principal must also notify the appropriate authorities of any breach of the Code that was sexual abuse of a child i.e. where the student was subjected to bribery, coercion, threat, exploitation or violence. Since there is a significant disparity in the developmental function or maturity of a child it is acknowledged that the student has less power than an adult involved in the behaviour.



## Conduct Statements

1. Act safely and competently.
2. Give priority to students' safety and wellbeing in all your behaviour and decision making.
3. Act in accordance with the values of the Gospel as defined in the Code of Ethical Conduct.
4. Conduct yourself in accordance with laws, agreements, policies and standards relevant to your relationship with the school community.
5. Respect the dignity, culture, values and beliefs of each member of the school community.
6. Treat personal information about members of the school community as private and confidential.
7. Give impartial, honest and accurate information about the education, safety and wellbeing of students.
8. Support all members of the school community in making informed decisions about students.
9. Promote and preserve the trust and privilege inherent in your relationship with all members of the school community.
10. Maintain and build on the community's trust and confidence in Catholic schools and the Church.
11. Act reflectively and ethically.
12. Allow students to have a voice in their decision, safety and well-being.