

Healesville High School

Staff and Volunteer Code of Conduct



All staff, volunteers and school council members of Healesville High School are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of students (as noted below). We are guided by the Victorian Institute of Teaching (VIT) principles, which describe the professional conduct, personal conduct and professional competence expected of a teacher.

All personnel of Healesville High School are responsible for supporting the safety, participation, wellbeing and empowerment of students in the following way;

1. Conducting themselves in a professional manner by;

Principle 1.1: Providing opportunities for all students to learn

- Developing positive relationships with their students to ensure they know their students well and are able to cater for their individual abilities.
- The setting of high expectations for every student through the recognition of each student's abilities, skills and talents.
- Effective communication.
- Encourage students to 'have a say' and participate in all relevant school activities where possible, especially on issues that are important to them.

Principle 1.2: Treating students and fellow work colleagues with courtesy and dignity

- Developing an environment which promotes mutual respect (ie modelling and requiring respect through use of appropriate language).
- Encouraging autonomy, positive goal setting and positive reflection.
- Making decisions based on student's best interests and ensuring no bias.
- Protecting students from any form of abuse or bullying.
- Respect the privacy of students in relation to sensitive matters (ie. Health concerns, family issues).
- If an allegation of child abuse or bullying is made, ensure as quickly as possible that the student/s are safe.

Principle 1.3: Working within the limits of their professional expertise

- Being aware of the roles of the professionals in the school to assist with students who have physical, mental or social concerns and understand the process of referral (see Child Safety and Wellbeing Policy – report any allegations of child abuse or safety to the Student Welfare Coordinator).

Principle 1.4: Maintaining objectivity with students

- Do not develop 'special' relationships with students that could be viewed as favouritism or bias.
- Decisions should be made with the best interest of the child at the forefront, not based on personal agendas.
- Ensuring as far as practicable that adults are not left alone with a student.

Principle 1.5: Maintaining a professional relationship with students (whether taught directly or an indirect relationship is formed)

- Teachers should not violate the teacher/student relationship (see <http://www.vit.vic.edu.au/professional-responsibilities/conduct-and-ethics>).

Principle 1.6: Maintaining a professional relationship with parents

- Communicate clearly in a timely and sensitive manner.
- Be considerate of parent's perspectives and take appropriate action when making decisions about a student's learning or wellbeing.

Principle 1.7: Working collaboratively with students' families and communities

- Promoting the cultural safety, participation and empowerment of Aboriginal students, their families and community.
- Promoting the cultural safety, participation and empowerment of students, their families and the community with culturally and/or linguistically diverse backgrounds (ie having zero tolerance to discrimination).
- Promoting the safety, participation and empowerment of children with a disability, including their family and the community.

Principle 1.8: Working constructively and collaboratively with fellow colleagues

- Treat colleagues with courtesy and respect, using appropriate forums for constructive debate on professional matters.
- Share knowledge and expertise, whilst respecting different teaching approaches.
- Share student wellbeing concerns confidentially.

2. Maintaining positive personal conduct by;

- Being a positive role model in school and in the local community.
- Respecting the rule of law.
- Acting with discretion and maintaining confidentiality when discussing workplace issues.

3. Maintaining professional competence by;

- Committing to the further development of their professional learning.
- Completing the duties required in a responsible, thorough and timely manner.
- Understanding (updating where required) the legal responsibilities that pertain to their profession (ie. Mandatory reporting, privacy, OH&S, teacher registration, negligence, discrimination and harassment).
- Adhering to Healesville High School's child safe policy at all times.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Healesville High School's Student Welfare Manager.

If you believe a student is at immediate risk of abuse phone 000.