

ESF Staff Code of Conduct for Child Protection and the Safeguarding of Students

The safety and protection of students and the protection of staff in their professional roles are of paramount importance to ESF. This Code of Conduct embodies the guiding statements of the organisation and applies to all staff who represent ESF and interact with students.

In my professional role, I will:

1. behave in ways that maintain the integrity of my professional role and the reputation of ESF;
2. be responsible for maintaining professional relationships. This includes maintaining appropriate physical, emotional and social boundaries;
3. not give gifts to individual students without the knowledge of their parents or guardians;
4. ensure all reasonable attempts are made to conduct one on one meetings with students in observable areas;
5. never provide or share alcohol, drugs, or material that is inappropriate with students;
6. never engage in any covert or overt sexual behaviours with students. This includes unprofessional language or gestures as well as physical contact that disturbs, exploits, abuses, or harasses;
7. not provide transportation for students without written permission from parents or guardians.

With respect to physical contact, I will:

1. adhere to the relevant policies pertaining to positive support and physical intervention;
2. not physically discipline a student.

As part of my safeguarding responsibilities, I will:

1. report suspected abuse or neglect to the Child Protection Officer as described in the Child Protection Policy;
2. cooperate fully in any investigation of abuse of students.

In my professional/working relationships and communication with students, I will:

1. use positive, respectful and inclusive language;
2. recognise all communication (digital or otherwise) is open to scrutiny;
3. ensure all digital exchanges are made using the school email address or other school-sanctioned means;
4. not engage in secretive relationships or communication with students;
5. report any inappropriate relationships or communications to the child protection officer immediately.

Child Protection Code of Conduct declaration: I understand that as a person working with and providing services to students under the auspices of ESF, I am subject to a criminal history background check. My signature confirms that I have read this Code of Conduct and that, as a person working with students, I agree to follow these standards. I understand that any action inconsistent with this Code of Conduct, or failure to take action mandated by this Code of Conduct, may result in disciplinary action up to and including termination of employment.