



PROVIDING A CULTURE OF SAFETY AT WILLIAM CLARKE COLLEGE

This Culture of Safety commitment needs to be read in conjunction with the College's **Child Protection Policy & Manual**, the **Staff Code of Conduct**, **Social Media Policy**, **Information and Communication Technology System Use Policy - Staff** and the **Workplace Surveillance Policy**.

Preamble - Warning Against Harming Children

Jesus said: "but whoever causes one of these little ones who believe in me to sin, it would be better for him if a millstone was hung around his neck, and he was drowned in the depth of the sea". Matthew 18:6

Anyone who actively seeks to harm a child is an enemy of God. Indeed, Jesus forewarns about the harshness of God's punishment for such actions.

Therefore, as a Christ-centred community of staff entrusted by law and by God with the care of children, we:

- take seriously Jesus' harsh judgment on people who abuse power.
- heed Jesus' warning against preventing children from coming to him.
- declare zero tolerance for child abuse.
- seek to prevent incidents of child abuse by establishing and maintaining a culture of child safe practices.
- accept responsibility corporately if children in our care come to harm.
- acknowledge the need to help each other avoid crossing professional boundaries
- keep each other accountable for maintaining appropriate professional boundaries between adults and children, including reporting behaviour of concern through appropriate channels
- understand that negligence in mutual accountability and duty of care can lead to harm, particularly when potentially abusive patterns of behaviour are not noticed because questionable behaviour is left unquestioned or individual incidents are left unreported

Commitment of all staff to a Culture of Safety at William Clarke College

1. I will follow all policies, protocols, practices and procedures to protect children in reality as well as the reputation of the College as a safe place for children.
2. I have zero tolerance for any form of child abuse including verbal intimidation and humiliation of a student.
3. I will only contact students using College email addresses (not a staff member's or a student's personal email). I will not engage in any form of private messaging with students outside the College email system.
4. If I need to make contact with a student by phone, I will achieve this by phoning their parents' phone numbers where possible. If I need to contact a student directly on their personal mobile number (for example, due to exceptional circumstances), then I will make the call using the College provided mobile phones (for example during camps and excursions).
5. Any action outside of these parameters (point 3 and 4) must be reported as soon as reasonably practicable to the Headmaster or Deputy, including outlining the reason(s) why alternate means of contact was necessary.

6. I will not use social media to be in online communication with students.
7. I will not befriend ex-students on social media until they turn 20 years of age.
8. I will report first and ask questions later and will expect my identity to remain confidential.
9. I will not usually attend private social gatherings e.g. parties where staff and students mix, however if I do wish to attend, I will notify the Head in advance before doing so in the interests of upholding a culture of transparency.
10. I will proactively report to the Head or his delegate the behaviours of students and staff about which I feel uncomfortable.

I have read and understood the above, together with the College's policies that relate to this document including (but not necessarily limited to) the **Child Protection Policy & Manual**, the **Staff Code of Conduct**, **Social Media Policy**, **Information and Communication Technology System Use Policy - Staff** and the **Workplace Surveillance Policy**. I agree to abide by the directions contained herein and in the related policy documents identified above.

Name

Signed

Date