

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**, the **Staff Code of Conduct**, **Working with Children Check policy**, **Social Media Policy**, **Discrimination, Harassment and Bullying Policy (Staff)**, **Information and Communication Technology System Use Policy - Staff**, **Use of Email**, **Employees with family members conflict of interest policy** and the **Workplace Surveillance Policy**.

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 contact 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 Head of College or Deputy Head, including outlining the reason(s) why alternate means of contact was necessary. I will not use social media to be in online communication with students.
6. I will not initiate, accept, or maintain personal social media connections with current students or former students who are under 20 years of age, except where approval has been provided by the Head of College. I will mandatorily report when required to do so and will expect my identity to remain confidential.
7. I will not interact with students of the College in ways that go beyond normal and transparent work for the College, except where outlined below:
 - a. Where reasonable ongoing connection to students of the College exists (e.g. member of extended family, student is friends of staff member's child, common community memberships (including church, sporting clubs etc), I will email the Head of College to indicate the nature of these relationships, with an update on an annual basis or where there is a change;



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- b. For other circumstances, I will notify the Head of College in advance and seek permission of any interaction with students outside my normal work for the College.
- 8. I will proactively report to the Head of College or their 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**, the **Staff Code of Conduct**, **Working with Children Check policy**, **Social Media Policy**, **Discrimination, Harassment and Bullying Policy (Staff)**, **Information and Communication Technology System Use Policy – Staff**, **Use of Email**, **Employees with family members conflict of interest policy** 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