



BUNBURY
BAPTIST COLLEGE

VOLUNTEER CODE OF CONDUCT

BUNBURY BAPTIST COLLEGE

Purpose

The College has a responsibility for the welfare of its staff, students and volunteers. As a result it aims to provide a 'child safe' environment. The College aspires to maintain a friendly and professional atmosphere. This atmosphere contributes to a safe, effective and enjoyable learning environment.

The College recognises that in a healthy working environment, positive relationships will be formed; however, in order to protect staff, students and volunteers, the boundaries of personal and professional life must be fully recognised and respected.

With the New Standards for Child Protection in Non-Government Colleges applicable as of 1 January 2020, it is essential that a Volunteer Code of Conduct complies with these standards. The volunteer Code of Conduct should also be consistent with the National Principles for Child Safe Organisations. It is particularly important that all College staff, volunteers and parents understand the difference between grooming and sexual abuse and the delineation of the boundaries between appropriate and inappropriate interaction between students, and between students and adults. These are addressed in this policy.

Child Safe Organisations

A child safe organisation consciously and systematically:

- Creates an environment where children's safety and wellbeing is the centre of thought, values and actions.
- Places emphasis on genuine engagement with and valuing of children.
- Creates conditions that reduce the likelihood of harm to children and young people.
- Creates conditions that increase the likelihood of identifying any harm.
- Responds to any concerns, disclosures, allegations or suspicions of harm.

Child grooming: The use of a variety of manipulative and controlling techniques with a vulnerable subject in order to establish trust or normalize sexually harmful behaviour with the overall aim of facilitating exploitation and/or prohibiting exposure.

Sexual abuse, in relation to a child, includes sexual behaviour in circumstances where:

- a) the child is the subject of bribery, coercion, a threat, exploitation or violence;
- b) the child has less power than another person involved in the behaviour; or
- c) there is a significant disparity in the developmental function or maturity of the child and another person involved in the behaviour.

Who has to comply with the Code of Conduct?

Any person who is a regular volunteer (more than twice a year), volunteering their time on the College site or at an official College Event/Function must be aware of and comply with this *Code*.

How to Comply

1. You must:
 - (a) conduct yourself in a manner that upholds the ethos and reputation of the College
 - (b) comply with the school's policies and procedures; and
 - (c) act ethically and responsibly;
 - (d) be accountable for your actions

Respect for people

The College expects everyone on the College site to treat each other with respect and courtesy.

How to Comply

1. It is important for you to treat staff, other college employees, contractors, students, volunteers and parents with respect. Do not use rude or insulting behaviour, including verbal and non-verbal aggression. Abusive, threatening, intimidating or derogatory language and physical abuse or intimidation is unacceptable. You must not use information and communication technologies, such as email, mobile phones,

text or instant messaging, blogs, social media sites and other websites to engage in this type of behaviour.

2. You must not discriminate against, or harass for any unlawful reason, or bully for any reason any employee, contractor, student or parent.

Relationships between volunteers and students

As a College volunteer, you are expected to always behave in ways that promote the safety, welfare and well-being of children and young people. You must actively seek to prevent harm to children and young people, and to support those who have been harmed.

How to Comply

Supervision of students

1. You should avoid situations where you are alone in an enclosed space with a student. Where you are left with the responsibility of a single student you should ensure that this is in an open space in view of others.

Physical contact with students

1. You must not impose physical punishment or any form of corporal punishment on a student.
2. When congratulating a student, a handshake, pat on the shoulder or a “high five” are acceptable as long as the student is comfortable with this action. Kissing of students is not acceptable.
3. Assessing a student who is injured or ill may necessitate touching the student. Always advise the student of what you intend doing and, if they are conscious, seek their consent.

Relationships with students

1. At all times when speaking with students care must be taken to use appropriate language. You must always treat students with respect and without favouritism. There is no place for sarcasm, derogatory remarks, inappropriate familiarity or offensive comments.
5. You may, as part of your volunteer work, engage in discussion with students. This is entirely appropriate. However, you must be cautious about making personal

comments about a student or asking questions that probe your own or a student's sexuality or relationships. You must not hold conversations with a student of an intimately personal nature where you disclose information about yourself.

6. You should be aware of, and sensitive to, children with culturally diverse or indigenous backgrounds and cultural practices that may influence the interpretation of your behaviour.

Child protection

You must immediately report to the Principal any disclosure a student may make to you that suggests any form of abuse. If you form a belief of abuse during your volunteer work you must share this belief with the teacher or if this is not possible or appropriate, with the Principal.

Use of alcohol or tobacco

The College Ethos does not allow the use of alcohol or tobacco on the College site or any College functions.

How to Comply

Alcohol

1. You must not bring alcohol onto the College site or consume alcohol on the College site.
2. You must not encourage or condone the use of alcohol by students of any age.

Tobacco

1. You must not smoke or vape in any College buildings, enclosed area or on College grounds. This includes all buildings, gardens, sports fields, cars and car parks.
2. You must not smoke whilst at any College function even if it is not on College campus. This includes, amongst all other activities, camps, tours and excursions.

Communication and Protecting Sensitive Information

You should be mindful of confidentiality when volunteering at the College. In the course of your volunteer work you may become privy to sensitive information.

How to Comply

Communication

1. You should not disclose personal or sensitive information that you may become aware of to any other parent or member of the community.
2. All matters discussed in classrooms or on the College site are to be treated confidentially and not discussed with students, members of the College community, or the public.

Breaches of the Volunteer Code of Conduct

The above mentioned Code of Conduct has a range of requirements, some of which are related to the College's unique culture and therefore matters of compliance and breaches of compliance may be addressed internally by the College Principal and Board. However, matters of 'Child Protection' in relation to grooming and sexual abuse impose legal obligations which must be observed and breaches of these must be responded to within a legal framework.

- Should a volunteer breach this policy a formal letter notifying them of the breach will be issued and steps to rectify the breach will be taken.
- Should another breach occur, the volunteer will be banned from taking part in any further volunteer work on the College site.
- If these breaches are also a breach of the Parent/Guardian Code of Conduct, the Parent/Guardian will be banned from the school premises for the duration of enrolment of their child. Serious matters may require the student to be withdrawn from the College as a result of the breach of their parent, guardian or carer.
- Where the breach of the Code of Conduct involves a violation of the Child Protection Standards and there are reasonable grounds to suspect grooming or sexual abuse the Principal is required to inform the College Board and the Principal must report to the Director General of the Department of Education as soon as practicable and in any event within 48 hours in accordance with **Critical and Emergency Incident Policy**. This will be done whether or not the College has sought legal and professional advice through the agency of its membership with AISWA.
- The College will ensure that the relevant government authorities are consulted to determine when, what and by whom information relating to an allegation of child

