



amity college

Code of Conduct

INTENDED USE

This Code of Conduct is intended to be made available to Amity College's staff at the commencement of their employment (e.g. preferably around induction and training) and it is to be available and/or provided to staff during the course of their employment or involvement with Amity College.

The Code forms comprehensive directions to these employees or other workers as to the expected standard of behaviour.

This Code is intended to apply to all employees, contractors and volunteers in their work with the College.

PREFACE

Aim of Code of Conduct

The aim of this Code is to outline the standards of behaviour expected of all employees of Amity College.

This Code does not attempt to provide a detailed and exhaustive list of what to do in every aspect of your work. Instead, it sets out general expectations of the standards of behaviour required.

This Code of Conduct applies to all employees of the School whether employed on a permanent, temporary or casual basis.

The Code places an obligation on all employees to take responsibility for their own conduct and to work cooperatively with colleagues to achieve a consultative and collaborative workplace where people are happy and proud to work.

Who has to comply with the Code of Conduct?

By accepting employment with Amity College, you must be aware of and comply with this Code.

Therefore, you must:

- conduct yourself, both personally and professionally in a manner that upholds the ethos and reputation of the College;
- comply with Amity College's policies and procedures;
- act ethically and responsibly; and
- be accountable for your actions and decisions.

Contractors and Volunteers

Contractors, consultants and volunteers working with Amity College must be aware of this Code and conduct themselves in a manner consistent with the Code. Conduct that is not consistent with those set out in this Code may result in the engagement of a contractor, consultant or volunteer's contract being terminated.

If you are engaging or managing external consultants, contractors or volunteers, it is your responsibility to make them aware of Amity College's expectations of conduct during the period of their engagement.

General

This Code is not intended to be contractual in nature and does not impose any contractual obligations on the College. The College reserves the right at its sole discretion to vary or cancel this Code at any time.

Nothing in this Code should be taken to limit the circumstances in respect of which the College may take disciplinary action in respect of an employee.

1. What is Expected of you as an Employee?

As an employee, you should be aware of the School's policies and procedures, particularly those that apply to your work. Many of these are available online; others may be made available to you through induction and training and development programs.

If you are uncertain about the scope or content of a policy with which you must comply, you should seek clarification from your Principal or supervisor.

You should also be familiar with the legislation under which you are employed, as this may specify requirements with which you need to comply.

As an Amity College employee, you are expected to:

- a) *perform your duties to the best of your ability and be accountable for your performance;*
- b) *follow instructions given by your supervisor or their delegate;*
- c) *comply with lawful directions;*
- d) *carry out your duties in a professional, competent and conscientious manner, while seeking suitable opportunities to improve your knowledge and skills, including participation in relevant professional development;*
- e) *act honestly and in good faith in fulfilling your duties;*
- f) *be courteous and responsive in dealing with your colleagues, students, parents and members of the public;*
- g) *work collaboratively with your colleagues;*
- h) *ensure that your conduct, whether during or outside working hours, is consistent with the ethos of the College and does not damage the reputation of the College; and*
- i) *attend required out of school hour functions organised by the school, which have been scheduled in the yearly calendar (i.e Year 7 camp, Parent-Teacher Interviews, Open Day, Year 12 formal, Parents Welcome BBQ, Entrance Exams, Staff Iftar Dinners, etc.) as well as Department/ Faculty based activities (ie. Art & Culture Expo, Macbeth Film festival, R&V iMovie Night, etc.)*

2. What Happens if I Breach the Code of Conduct?

As an Amity College employee, you hold a position of trust and are accountable for your actions.

The consequences of inappropriate behaviour and breaches of this Code will depend on the nature of the breach.

Employees should report possible breaches by colleagues to their supervisor or the Principal. If the possible breach is by their supervisor then it should be reported to the Principal.

Factors the College may consider when deciding what action to take may include:

- a) *the seriousness of the breach;*
- b) *the likelihood of the breach occurring again;*
- c) *whether the employee has committed the breach more than once;*
- d) *the risk the breach poses to employees, students or others; and*
- e) *whether the breach would be serious enough to warrant formal disciplinary action.*

Actions that may be taken by the College in respect of a breach of the Code include management or remedial action, training or disciplinary action ranging from a warning to termination of employment. The College will reserve the right to determine in its entirety the response to any breach of this Code.

3. Required Reporting

Employees are required to report certain information to the School.

All employees are required to inform the Principal if they are charged with or convicted of a serious offence (those punishable by 12 months or more in jail). You must also inform the Principal if you become the subject of an Apprehended Violence Order.

If, through your employment with the College, you become aware of a serious crime committed by another person, you are required to report it to the Principal, who may be required to inform the police.

As an Amity College employee, you must report to the Principal:

- a) *any concerns that you may have about the safety, welfare and wellbeing of a child or young person;*
- b) *any concerns you may have about the inappropriate actions of any other employee, contractor or volunteer that involves children or young people;*
- c) *any concerns you may have about any other employee, contractor or volunteer engaging in 'reportable conduct' or any allegation of 'reportable conduct' that has been made to you;*
- d) *if you become aware that an employee, contractor or volunteer has been charged with or convicted of an offence (including a finding of guilt without the court proceeding to a conviction) involving 'reportable conduct';*
- e) *if you become the subject of allegations of 'reportable conduct' whether or not they relate to your employment in the College; or*
- f) *if your Working With Children Check clearance is cancelled or if you are or become a disqualified person from working or volunteering with children¹.*

Please note that teachers and some other employees have mandatory reporting obligations under the Children and Young Persons (Care and Protection) Act 1998 (NSW) where they have reasonable grounds to suspect a child under the age of 16 years is at risk of significant harm and have current concerns about the safety, welfare and wellbeing of the child.

You should refer to the Amity College Child Protection Policy for further information about these obligations.

1. As defined in the NSW Child Protection (Working With Children) Act 2012 Section 18

4. Respect For People

The College expects employees to treat each other with respect and courtesy.

Our daily interaction with others reflects on the College's reputation. Therefore, all employees are expected to be approachable, courteous and prompt in dealing with other people, including students, parents, other employees and members of the community.

Employees who work with students have a special responsibility in presenting themselves as appropriate role models for those students. Modelling effective leadership and respect in your interactions with students can have a profoundly positive influence on a student's personal and social development.

Similarly, it is important for you to treat your colleagues, other employees, contractors, students and parents with respect. Rude or insulting behaviour, including verbal and non-verbal aggression, abusive, threatening, intimidating or derogatory language and physical abuse or intimidation towards other employees, contractors, students and parents 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.

You must not discriminate against, harass for any unlawful reason, or bully any employee, contractor, student or parent. Your obligations in this regard, including the list of unlawful reasons, are set out in the Amity College Antbullying Policy. Unlawful harassment or discrimination may constitute an offence under the Anti-Discrimination Act 1977 or Federal Discrimination Legislation. Bullying may be a breach of your obligations under work health and safety legislation or your duty of care at common law.

You should ensure that you are aware of the Amity College Antbullying Policy. In the event you believe you are being unlawfully harassed or discriminated against or bullied:

- a) *where you feel comfortable ask the person to stop, or make it clear that you find the behaviour offensive or unwelcome. It may be useful to speak with your immediate supervisor or Faculty Head in the first instance to seek guidance on how to do this; and/or*
- b) *raise the issue as a grievance in accordance with the Amity College Antbullying Policy as soon as possible after the incident(s) have occurred.*

The College takes reports of unlawful discrimination, harassment and/or bullying seriously and will consider appropriate action, if such conduct is found to have occurred, including disciplining or dismissing offenders. Many incidents can be addressed effectively if reported early.

If you lie about or exaggerate a complaint, the College will view this as a very serious matter, and you may be disciplined or dismissed.

Respect for the Requirements of the Employer on Dress Code:

Staff Members are required to dress professionally at all times and be a positive role model for students.

Male teachers;

are required to wear a business shirt, tie and trousers

Female staff;

are to wear loose fitting clothing. They must also ensure that:

- o Skirt length and split is mid-calf at a minimum.
- o Blouses, shirts, skirts and trousers are not tight, sheer or transparent.
- o No sleeveless blouses or shirts are to be worn (Sleeves need to be at least a quarter of the arm length).
- o No low-cut necklines are to be worn.
- o No T-shirt or polo shirts are to be worn except on sport days, events or excursions.
- o The mid-riff of the torso is not exposed.
- o Tights, leggings and opaques are not worn exclusively, or with the white coat.

Both male and female staff;

should ensure that:

- o Jeans, jean-styled canvas, cargo pants, tracksuits, extreme fashion trousers/pants, ¾ pants are not worn.
- o They wear a fluoro vest whilst on playground duty for identification purposes.
- o Primary school teachers may prefer wearing the white coat. Please ensure that this is NOT an alternative to the required dress code. When preferred to be worn, these items should be worn on top of the required dress code.

Hats:

- o Hats should not be worn inside the school buildings during school hours.

Shoes:

- o Formal business shoes must be worn.
- o Casual footwear such as thongs and runners are not permitted, except where a legitimate medical reason is provided.

Jewellery:

- o No facial studs or facial piercing.
- o A maximum of two earrings are allowed to be worn in each ear lobe. Earrings should not be larger than a 50 cent coin. Male teachers are not allowed to wear any earrings.
- o Excessive rings (eg. rings on every finger) and piercings (nose rings; eyebrow piercings; upper or lower lip piercings and chin piercings) are not allowed
- o No toe-rings or anklets are to be worn.

Hair / Make-up / Shaving:

- o Extreme hair styles are unacceptable (eg. Mohawk, green/blue hair etc...).
- o No excessive hair gel.
- o Make-up should be subtle.
- o No tattoos (any existing tattoos should be hidden from sight).
- o No fake nails. No extreme coloured nail polish. (eg. fluorescent, multi-coloured, patterned).
- o Males are to be clean shaven. A well-groomed beard (not longer than 2 cm) is acceptable.

Exceptions:

- o Clothing which are subject specific (eg. Physical education). These clothing should be in accordance with the above mentioned items and guidelines.
- o Providing a legitimate medical reason for exception.
- o Science, Arts and Food Technology teachers are encouraged to wear Lab coats.
- o On curriculum days (student free days) staff are allowed to wear smart casual clothing that is appropriate and modest (no shorts, miniskirts, tights, thongs, singlets and transparent clothing).

5. Duty of Care and Work Health and Safety

Duty of Care

As a College employee, you have a duty of care to students in your charge. That duty is to take all reasonable steps to protect students from risks of harm that can be reasonably predicted.

The duty encompasses a wide range of matters, including (but not limited to):

- o *the provision of adequate supervision*
- o *ensuring grounds, premises and equipment are safe for students' use*
- o *implementing strategies to prevent bullying from occurring in school, and*
- o *providing medical assistance (if competent to do so), or seeking assistance from a medically trained person to aid a student who is injured or becomes sick at school.*

The standard of care that is required, needs to be commensurate with the students' maturity and ability.

Duty of care to students applies during all activities and functions conducted or arranged by the College. The risks associated with any activity need to be assessed and managed before the activity is undertaken. Teachers need to be aware of students who have allergies/asthma (and any other illness) where an action plan is submitted to the College. Teachers need to take a copy of the action plan and any required medication of these students to excursions.

You should ensure that you are aware of the College's Duty of Care, Excursions and Supervisions policies.

Work Health and Safety

You have a responsibility under work health and safety legislation to take care of your own health and safety at work. It is also your responsibility to ensure that your activities do not place at risk the health and safety of your co-workers, students or other persons that you may come into contact with at work.

Considerations of safety relate to both physical and psychological well being of individuals.

You should ensure that you are aware of the College's Work Health & Safety Policy.

Supervision of Students

You should take all reasonable steps to ensure that no student is exposed to any unnecessary risk of injury.

You should be familiar with and comply with the College's evacuation procedures.

Students should not be left unsupervised either within or outside of class. You should be punctual to class and to your allocated supervision.

You should remain with students at after school activities until all students have been collected. In the event that a student is not collected you should remain with the student until collected, or seek advice from your supervisor.

Playground supervision is an integral part of the responsibility of staff. It must take precedence over other activities. It is unacceptable to be late. You should actively supervise your designated area, being vigilant and constantly moving around. Mobile phones should not be used whilst on duty.

You should be alert to bullying or any other form of discriminatory behaviour, and report incidents to the appropriate staff member. Additional detail about student bullying is set out in the Amity College Antibullying Policy.

Ill or injured students should be attended to by the supervising staff member. Should additional assistance be required you should contact your supervisor.

You should ensure that you understand and comply with the College's policy in regard to the storage and administration of prescribed medication to students (see the Amity College Prescription Medication Policy).

6. Professional Relationships Between Employees and Students

As a College employee, 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.

While not all employees are required to manage and supervise students, it is important for all College employees to understand and observe the College's child protection policies.

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. Where this is not possible or practical it should be discussed with your supervisor and/or the Principal. It is preferable that another adult be present in this situation. However, where possible, in appropriate circumstances another student may be requested to bear witness.

You should never drive a student in your car unless you have specific permission from your supervisor and/or the Principal to do so. In the event of an emergency you should exercise discretion but then report the matter to your immediate supervisor and Principal.

If you wish to conduct a private conversation with a student you should consider the time and venue carefully to avoid placing yourselves in a vulnerable situation. It is preferable to leave the door open. You should not locate yourself between the student and the door.

When confiscating personal items, such as mobile phones or hats, ask students to hand them to you. Only take items directly from students in circumstances where concern exists for the safety of the student or others, and your own safety is not jeopardised by this action. High school students must not use their mobile phones during school time. The tablet should also be used responsibly during class or any break time.

Physical contact with students

You must not impose physical punishment on a student in the course of your professional duties.

When physical contact with a student is a necessary part of the teaching/learning experience you must exercise caution to ensure that the contact is appropriate and acceptable. You should seek

reassurance from the student by asking for a volunteer if necessary to demonstrate a particular activity.

Attention to the toileting needs of young children should be done with caution. All school aged children need to be able to use the bathroom and dress themselves independently. For students with a disability, the management of toileting needs should be included in the student's individual management plan.

When congratulating a student, a handshake, pat on the shoulder or brief hug are acceptable as long as the student is comfortable with this action. Kissing of students, including cheeks is not acceptable.

Assessing a student who is injured or ill may necessitate touching the student. Always advise the student of what you intend doing and seek their consent.

Sometimes in ensuring duty of care you may be required to restrain a student from harming themselves or others using reasonable force. Any such strategy must be in keeping with the College's behaviour management practices or individual student management plans. You should report and document any such incidents.

Relationships with students

You must not have a romantic or sexual relationship with a student. It is irrelevant whether the relationship is homosexual or heterosexual, consensual or non-consensual or condoned by parents or caregivers. You are reminded of:

- a) *the law prohibiting sexual relations with a person under the age of consent (16 years); and*
- b) *the law prohibiting sexual relations between a teacher and their student under the age of 18 years.*

You must not develop a relationship with any student that is, or that can be interpreted as having a personal rather than a professional interest in a student. An overly familiar relationship with any student (including any adult student) that you are responsible for teaching, tutoring, advising, assessing, or for whom you provide pastoral or welfare support raises serious questions of conflict of interest, trust, confidence, dependency, and of equality of treatment. Such relationships may also have a negative impact on the teaching and learning environment for other students and colleagues, and may carry a serious reputational risk for the College.

If you consider that a student is being overly familiar, seeking to establish a personal relationship with you or has developed a 'crush' on you, you should report your concerns to your supervisor and/or the Principal as soon as possible so that a plan can be developed to manage the situation effectively and sensitively.

When speaking with students care must be taken at all times 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.

You may, as part of your pastoral care role, 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.

You must not:

- a) *invite students to your home;*
- b) *visit students at their home (apart from arranged family visits as part of the College's Pastoral Care or Community relations activities); or*
- c) *attend parties or socialise with students, unless you have the express permission of the Principal and their parents or caregiver.*

You must not engage in tutoring or coaching students from the College without the permission of the Principal.

You must not invite students to join your personal electronic social networking site or accept students' invitations to join their social networking site (see Section 7 - Appropriate use of electronic communication and social networking sites).

You must not give gifts to students. You should also carefully consider your position before accepting any gift from a student (see Section 10 - Declaring gifts, benefits and bribes).

Wherever practical, you should avoid teaching or being involved in educational decisions involving family members or close friends. Where it is not practical to avoid such situations completely, another member of staff should make any significant decisions relating to the student's

assessments and have those endorsed by a supervisor.

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 be aware of and comply with the College's Child Protection Policy.

As set out in Section 3 you must report to the Principal any concerns you may have about any other employee, contractor or volunteer engaging in 'reportable conduct' or any allegation of 'reportable conduct' that has been made to you. This includes self-disclosure if the allegation involves you.

Broadly, 'reportable conduct' includes:

- a) *any sexual offence, or sexual misconduct, committed against, with, or in the presence of, a child (including a child pornography offence); or*
- b) *any assault, ill-treatment or neglect of a child; or*
- c) *any behaviour that causes psychological harm to a child, whether or not the child consents.*

Reportable conduct does not extend to:

- a) *conduct that is reasonable for the purposes of the discipline, management or care of children, having regard to the age, maturity, health or other characteristics of the children and to any relevant codes of conduct or professional standards, or*
- b) *the use of physical force that, in all the circumstances, is trivial or negligible, but only if the matter is to be investigated and the result of the investigation recorded under workplace employment procedures; or*
- c) *conduct that is exempted from notification by a Class or Kind Agreement².*

For further information about 'reportable conduct' see the College's Child Protection Policy.

The requirements outlined in Section 6 in relation to supervision, physical contact and relationships with students set professional boundaries in relation to your behaviour. They make clear what behaviour is unacceptable and could amount to reportable conduct.

2. A Class or Kind Agreement is an agreement between the NSW Office of the Children's Guardian and an agency (eg the Association of Independent Schools of NSW on behalf of its member schools) that allows for certain kinds of less serious reportable conduct to be exempted from notification to the NSW Office of the Children's Guardian but the Head of Agency must still conduct a workplace investigation.

7. Appropriate Use of Electronic Communication and Social Networking Sites

The Working With Children Check

The Working With Children Check is a prerequisite for paid and unpaid child-related work. Under Part 2, Section 6 of the Child Protection (Working With Children) Act 2012, child-related work is defined as work in a specific child-related role or face-to-face contact with children in a child-related sector³.

You must have a Working With Children Check clearance which will be valid for a period of five years. You are responsible for renewing your Working With Children Check every five years.

Each member of staff is required to complete the following online modules annually through our online staff learning system (CompliLearn):

- 1) *Obligations in Identifying and Responding to Children and Young People at Risk.*
- 2) *NSW Reportable Conduct and Allegations Against Employees.*
- 3) *Disability Legislation.*

All staff will be informed by the Director of HR Compliance when these modules become available.

Email and Internet Usage Guidelines

It is the policy of Amity College to make Email and Internet facilities available to employees to use in the course of their normal work-related activities.

Staff must ensure the school intranet announcements and school emails are checked daily.

Staff is permitted reasonable use of Email and Internet for the purpose of work-related study/ research.

Staff is strictly prohibited from using Email and Internet for any other reason such as:

- o *visit/browsing website portals where sexual reference, entertainment or any non-work-related 'chat' sites*
- o *display or distribution of written or graphic material which may be found to be offensive or humiliating, or which may create a hostile or intimidating work environment*
- o *damaging to the reputation and integrity of the College and its ethos and values*
- o *transmission of 'chain letter', advertisement, personal type material or computer viruses*

Administrative consequences will be applied to any staff contravening these protocols.

a. Copyright and Intellectual Property Laws

Many of the resources available on the Internet are subject to some degree of copyright or license conditions. These conditions must be observed when viewing or downloading material from the Internet. Any new software should not be downloaded from the Internet unless it has first been authorised by the IT Department.

When creating material you need to ensure the intellectual property rights of others are not infringed and information is recorded about any third party copyright/other rights included in materials.

Advice relating to sharing or licensing the College's intellectual property should be sought from the Principal.

If you develop material that relates to your employment with the College, the copyright in that material will belong to the College. This may apply even if the material was developed in your own time or at home.

You should not use the College's intellectual property (including copyright) for private purposes without obtaining written permission from the Principal.

All materials and resources produced by staff remain the intellectual property of the College and must not be shared with external parties without the permission of the Principal. The College cannot give away or assign its intellectual property without the approval of the Principal.

b. Monitoring

Staff should be aware that all Internet usage is monitored and recorded for security and network management reasons. All email messages sent and Internet sites accessed by Amity College staff can be traced back to individuals.

Information (including email content and web browsing logs) may be disclosed to school executive and senior managers where necessary to ensure that the scope of activities remains within the above outlined guidelines.

Please be sure to regularly change your password and avoid unauthorised access to your computer (i.e. not sharing credentials with students, staff children and other staff).

c. Email Etiquette

Staff are to use email as a professional, constructive means of communication and not used as a personal stream.

Staff must:

- o *not resort to email as the only mode of communication*
- o *not send emails when emotional. It is advised that you write it, sleep on it and then reassess whether to send it or not*
- o *refrain from insulting, aggressive, abusive, discriminatory, intimidating or derogatory language*
- o *not email unnecessary recipients. Only include recipients who are involved in the matter*
- o *ensure that all bulk emails sent to parents are in the form of bcc in order to protect parents' privacy; otherwise this becomes a breach of the Privacy Act 1988 and is subject to legal consequences*
- o *respond to all email communication in a timely manner*
- o *reply all only where group feedback is requested.*

Networking Sites

The School provides electronic communication facilities for its students and employees for educational or administrative purposes. It monitors and views data stored or transmitted using the College's facilities. By its nature, electronic communication is a fast and informal way of communicating. However, once a document or image has been sent there is no way to recall it and it exists forever.

You must comply with Amity College's Information Technology, Computer, Telephone and Equipment Code of Use and Social Networking Policy. This includes:

- a) *exercising good judgment when using electronic mail, following the principles of ethical behaviour;*
- b) *using appropriate and professional language in electronic mail messages;*
- c) *being aware that if an issue addressed in an email becomes the subject of a legal dispute, then those emails would be discoverable; that is, the court and all parties to the dispute would be entitled to see them;*
- d) *not sending messages that are harassing, discriminatory, defamatory, threatening, abusive or obscene;*
- e) *not inviting students into your personal social networking site or accept an invitation to theirs;*
- f) *not using social networking sites to email or contact students;*
- g) *remembering transmission, storage, promotion or display of offensive, defamatory, or harassing material is strictly forbidden; and*
- h) *reporting any situations where you become aware of the inappropriate use of electronic communication and social networking sites.*

You must never use Amity College's networks to view, upload, download or circulate any of the following materials:

- a) *sexually related or pornographic messages or material;*
- b) *violent or hate-related messages or material;*
- c) *racist or other offensive messages aimed at a particular group or individual;*
- d) *malicious, libellous or slanderous messages or material;*
- e) *subversive or other messages or material related to illegal activities;*
- f) *visit/browsing website portals where sexual reference, entertainment or any non-work-related 'chat' sites;*
- g) *display or distribution of written or graphic material*

8. Use of Alcohol, Drugs and Tobacco

which may be found to be offensive or humiliating, or which may create a hostile or intimidating work environment;

- h) damaging to the reputation and integrity of the College and its ethos and values; and*
- i) transmission of 'chain letter', advertisement, personal type material or computer viruses.*

Work Health and Safety is of fundamental importance to the College. Maintaining a safe work environment requires everyone's continuous cooperation.

You are responsible for ensuring your capacity to perform your duties is not impaired by the use of alcohol or drugs and that the use of such substances does not put at risk your or any other person's health and safety.

As a College employee, you must:

- a) not attend work under the influence of alcohol, illegal drugs or non-prescribed and/or restricted substances;*
- b) not consume alcohol, illegal drugs or non-prescribed and/or restricted substances while at work;*
- c) notify your supervisor if you are aware that your work performance or conduct could be adversely affected as a result of the effect of a prescribed drug;*
- d) take action to resolve any alcohol or other drug-related problems that you have; and*
- e) consult with your supervisor or Principal if you are concerned about working with other employees who may be affected by drugs or alcohol.*

Drugs

As a College employee, you must not:

- a) have illegal drugs in your possession while at work. Any illegal drugs found on College property or in the possession of any person on College property may result in disciplinary action including the termination of your employment and referral to the Police;*
- b) give students or other employees illegal drugs or restricted substances, or encourage or condone their use; and*
- c) supply or administer prescription or non-prescription drugs to students unless authorised to do so.*

Alcohol

You must not take alcohol to school or consume it during school hours or at any College function at any time, including those events conducted outside College premises. A College function is any occasion organised by the College and/or in the College's name, including farewells, excursions, sporting fixtures and fundraising events.

You must not:

- a) purchase alcohol for, or give alcohol to, any Amity College student (or to any other person under the age of 18 years); and*

9. Identifying and Managing Conflicts of Interest

- b) *encourage or condone the use of alcohol by students of any age during educational activities.*

Tobacco

You must not smoke or permit smoking in any Amity College building, enclosed area or on Amity College grounds. This includes all buildings, gardens, sports fields, camp areas, cars and car parks.

You must not purchase tobacco or tobacco products for any Amity College student, or give them tobacco or tobacco products.

Employees who smoke are to do so in a designated area.

Private interests can, or have the potential to, influence a person's capacity to perform their duties and in turn compromise their integrity and that of the College.

As an Amity College employee, you must not act in conflict with the College's best interests. A conflict of interest can involve:

- a) *pecuniary interests i.e. financial gain or loss or other material benefits; or*
- b) *non-pecuniary interests i.e. favours, personal relationships and associations.*

It may not only be about your own interests. It may include:

- a) *the interests of members of your immediate family or relatives (where these interests are known);*
- b) *the interests of your own business partners or associates, or those of your workplace; or*
- c) *the interests of your friends.*

When faced with a situation in which conflict of interest may be present, you should report any potential or real conflict to your supervisor or the Principal.

You should also report situations where a superior or colleague who has an identified conflict is, or may be perceived as, unduly influencing your decision.

10. Declaring Gifts, Benefits and Bribes

As an employee, you may be offered a gift or benefit as an act of gratitude. There are some circumstances when refusing a gift would be perceived as rude, insulting or hurtful.

You are expected to exercise sound judgment when deciding whether to accept a gift or benefit.

If you are offered a bribe (i.e. anything given in order to persuade you to act improperly), you must refuse it, explain why it is not appropriate, and immediately report the matter to the Principal.

Accepting gifts and other benefits has the potential to compromise your position by creating a sense of obligation and undermining your impartiality. It may also affect the reputation of the College and its staff. You must not create the impression that any person or organisation is influencing the College or the decisions or actions of any of its employees.

If you are offered a gift or benefit, you should always consider the value and purpose of a gift or benefit before making any decision about accepting it. A gift that is more than nominal value (\$50) must not become personal property. You should either politely refuse it or advise the contributor that you will accept it on behalf of the College.

When such a gift is accepted, you must advise your Principal. They will determine how it should be treated and make a record of its receipt. Depending on the nature and value of the gift, it may be appropriate to record the gift in the asset register as a donation or other such record established for that purpose.

Sometimes employees might, in the course of their work, win a prize of significant monetary value e.g. a computer, from another organisation. Prizes are usually considered the property of the College. If you win a prize you must advise your supervisor or the Principal who will determine how the prize should be treated and recorded.

11. Communication and Protecting Confidential Information

Communication

You are required to comply with the Amity College Communication Policy.

You should be mindful of confidentiality when in discussions with parents. You cannot provide a guarantee of confidentiality if the matter under discussion requires mandatory reporting.

You should not disclose personal information about another staff member to colleagues, students or parents, or discuss their work performance, except if authorised by the Principal in the context of grievance resolution.

All matters discussed in staff meetings and staff memos are to be treated confidentially and not discussed with students, members of the College community, or the public.

The media should not be given access to students or allowed entry to the College without the express permission of the Principal. You should not make any comments to the media about the College, students or parents without the express permission of the Principal.

Confidential information

As an Amity College employee, you must only use confidential information for the work-related purpose it was intended.

Unless authorised to do so by legislation, you must not disclose or use any confidential information without the express permission of the Principal.

You must make sure that confidential information, in any form, cannot be accessed by unauthorised people.

Privacy

Sensitive and personal information should only be provided to people, either within or outside Amity College, who are authorised to have access to it.

You should always exercise caution and sound judgment in discussing the personal information of students, parents, staff and other people with other Amity College employees. Normally information should be limited to those who need to know in order to conduct their duties, or to those who can assist in carrying out the College's work because of their expertise.

12. Record Keeping

13. Copyright and Intellectual Property

All employees have a responsibility:

- a) *to create and maintain full, accurate and honest records of their activities, decisions and other business transactions, and*
- b) *to capture or store records in the College's record systems.*

You must not destroy or remove records without appropriate authority.

Supervisors have a responsibility to ensure that the employees reporting to them comply with their records management obligations.

Employees responsible for assessing and recording marks for students' work must do so accurately, fairly and in a manner that is consistent with relevant policy and the requirements of the College.

Employees must maintain the confidentiality of all official information and documents which are not publicly available or which have not been published.

When creating material you need to ensure the intellectual property rights of others are not infringed and information is recorded about any third party copyright/other rights included in materials.

Advice relating to sharing or licensing the College's intellectual property should be sought from the Principal.

The College cannot give away or assign its intellectual property without the approval of the Principal.

If you develop material that relates to your employment with the College, the copyright in that material will belong to the College. This may apply even if the material was developed in your own time or at home.

You should not use the College's intellectual property (including copyright) for private purposes without obtaining written permission from the Principal.

