Tallangatta Secondary College Policy Manual	**PERSONNEL** **Staff Code of Practice**	School Council Meeting: Nov 2016
Information: 0260715000 Manager: Principal	Associated Policies: Child Safety, Teaching and Learning, Mandatory Reporting, Student Engagement This school policy operates under DET policies, including VIT code of conduct.	Reviewed:

RATIONALE
The Staff Code of Practice for Tallangatta Secondary College applies to the professional behaviour of the staff in the performance of their duties.

IMPLEMENTATION
All staff, both teaching and non-teaching, will demonstrate commitment to Tallangatta Secondary College by:

• Being committed to and successfully implementing and achieving the School Strategic Plan vision, goals and priorities.

• Promoting the College to the broader community.

• Behaving and dressing in an appropriate professional manner at all times.

• Contributing to whole school activities and taking an active role in the school community.

• Promote and role model to all members of the school community, Tallangatta Secondary College's values of Respect, Responsibility, Integrity, Teamwork, Empathy, Effort with Learning at the Centre.

• Actively pursuing improvement in their own professional practice through collaboration during Professional Learning Team (PLT) meetings and involvement in appropriate professional development programs.

• Demonstrating the ability to manage and adapt to change.

• Encourage, listen and respond to 'student voice'.

• Adhering to Tallangatta Secondary College's child safety policy at all times.

• Taking all reasonable steps to protect children from abuse.

• Ensuring as far as practicable that adults are not left alone with a child.

• Reporting any allegations of child abuse to a Principal Class officer or Wellbeing Leader, and ensure any allegation is reported to the Police, Child Protection or Child FIRST.

Teachers at the school are part of a team responsible for providing high quality programs that ensure success for all children within a safe and secure environment. In addition to specific role statements, teachers will:

• Recognise that all students have the capacity to learn and the right to be taught effectively.

• Promote high but achievable expectations for all students.

• Have an understanding of how students develop and learn.

• Recognise and cater for students' differences, backgrounds, abilities and learning styles in a non - discriminatory and inclusive learning environment.

• Maximise effective teaching and learning time in accordance with the school's policy and practice.

• Monitor and assess students continuously and provide effective feedback in accordance with the school's policy and practice.

• Report to students and parents in a meaningful, clear and accurate manner in accordance with school's policy and practice.

• Manage student engagement and wellbeing in strict accordance within the school's stated policy and practice.

Staff and volunteers must not:

- Develop any 'special' relationships with students that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children).
- Exhibit behaviours with students which may be construed as unnecessarily physical.
- Do things of a personal nature that a student can do for themselves, such as toileting or changing clothes (except in exceptional circumstances and after receiving parental permission).
- Engage in open discussions of a mature or adult nature in the presence of students (for example, personal social activities).
- Bring the College into disrepute (including online).
- Use inappropriate language in the presence of students.
- Express personal views on cultures, race or sexuality in the presence of students.
- Discriminate against any student because of culture, race, ethnicity or disability.
- Ignore or disregard any suspected or disclosed child abuse.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to a Principal Class officer or a member of the Leadership team.