Professional Standards for Staff Policy

Rationale:
- O’Loughlin Catholic College is committed to keeping children and young people under its care safe and to promote their wellbeing and development in an environment that treats everyone with dignity and respect. The College’s code of professional standards for staff shall reflect this commitment. These Standards align with the Australian Professional Standards for Teachers which are a public statement of what constitutes teacher quality.

Policy:
All members of staff, paid and voluntary, shall by their example, promote a professional approach to their work and treat everyone with dignity and respect. Staff grooming and dress shall be no less than what is expected of the students. Staff shall, by their conduct, ensure that the children under their care are safe and feel safe.

Aims:
- To promote an atmosphere of professionalism and cooperation among the staff.
- To ensure that all staff and students are treated with dignity and respect.
- To promote a high quality teaching and learning environment.
- To minimize the risk of harm to anyone and to eliminate any form of discrimination and abuse.

Implementation:
- This policy applies to all staff of O’Loughlin Catholic College, including volunteers who work with children and young people under their care. It is a condition of service that all staff/volunteers abide by this policy. It should be no less than what is expected of the students, including appropriate dress and grooming.
- It is the responsibility of the College Principal and his leadership team to ensure that structures are set in place to ensure that all staff are aware and familiar with the expectations outlined in this policy. There should be learning opportunities for staff that promote this desired outcome.

Expectations:
- Staff working with students shall have a professional approach to their work, both in preparation and delivery, and make every effort to promote a high level of learning.
- All members of staff are to lead by example with regards their dress, grooming and behaviour.
- Everyone shall work towards creating a learning environment that respects the needs of others and enhances opportunities for the full development of each student.
- Staff shall have a well-informed understanding of the College’s child safety policy and procedures.
- All members of staff and volunteers are provided with opportunities to learn about how to recognize and respond to concerns about child mistreatment.
- All staff are to be familiar and abide by the practices outlined in the College’s Student Wellbeing Policy.
- Students are provided with advice and support on keeping themselves safe.
- Staff members with special responsibilities for keeping children safe and for dealing with complaints and disciplinary procedures shall have the relevant training.

Evaluation:
This policy was ratified by the College Executive and Advisory Board in September 2016
This policy is due for review in September 2019