

Section 4 – Staffing

Staff Recruitment and Checks on Other Adults

Please refer to the Pastoral Care Guidelines of the Staff Manual located on staff homepage of TNet.

Reporting of Unsuitable Staff

Please refer to the Pastoral Care Guidelines of the Staff Manual located on staff homepage of TNet.

Child Protection

Please refer to the Pastoral Care Guidelines of the Staff Manual located on staff homepage of TNet.

Please consult the Critical Incident Plan section of the Staff Manual located on staff homepage of TNet.

Fraternisation and Sexualised Behaviour

Fraternisation refers to any displays of public affection or sexual behaviour or any public expression of an intimate relationship. Fraternalisation is prohibited at Trinity Grammar School.

Sexualised Behaviour

In an age of changing community attitudes about young people's sexuality, it is important to know that Trinity places a high priority on creating a safe environment free from sexualised behaviour. This includes sexual harassment, physical contact of a sexual nature, viewing or showing material of a sexual nature (including, but not limited to pornography), comments about another person's sexuality, using language that is sexually explicit or sexually suggestive or other behaviour that is unwelcome, unreciprocated or uninvited.

It is equally important to know that Trinity does not accept the vilification or discrimination of any person on the basis of their perceived or actual

sexual orientation. This may include name calling, asking uninvited questions or using derogatory language.

Nonetheless, the School does not permit any fraternisation between students. Public displays of intimate affection or public expressions of intimate relationships are not permitted, and any sexual contact between students is prohibited at Trinity Grammar School. This includes any visiting students from any other school, either within School hours or after School hours, on any School campus or at any School function, camp, tour or event.

Suspicion or Disclosure of Abuse

If a suspicion or disclosure of abuse either at School or home exists, the following procedures will apply.

- The Head Master / Deputy Head Master must be informed.
- The School's policy on 'Child Protection' and a 'Safe Learning and Working Environment' will be followed (see Staff Manual).
- The Boarding Housemaster will notify the School Psychologist and the Deputy Head Master, who will contact the Head Master.
- If the student is in any immediate danger he should be brought to the Boarding Housemaster's or Deputy Boarding Housemaster's residence.

The School's procedures on bullying, child protection and/or critical incident plan will be implemented.

Allegations of Bullying or Harassment

Please refer to the separate section on Bullying and the School's Policy as outlined in the Staff Manual located on staff homepage of TNet. The procedures to be followed by Boarding House staff are outlined in the section headed 'Bullying' in this document.