

" ATTACHMENT 20 "



ישיבת אהלי יוסף יצחק - ליובאוויטש - בית רבקה
 YESHIVAH-BETH RIVKAH COLLEGES
 תחת נשיאות כ"ק אדמו"ר מליובאוויטש

YESHIVAH-BETH RIVKAH (YBR) COLLEGES CHILD PROTECTION, CONDUCT AND BEHAVIOURAL STANDARDS POLICY STAFF AGREEMENT

Yeshivah-Beth Rivkah College Inc. and Chabad Institutions of Australia Inc. (Inclusive of Pre-Schools: South Caulfield Crèche, Brighton Early Learning Centre, Gurewicz Early Learning Centre and all religious education supplied to Yeshivah Beth Rivkah Colleges; to the exclusion of all other services, entities and organisations under the umbrella of Chabad Institutions of Australia Inc. that are non-school related) (the Organisation) is committed to safeguarding children and young people in its care. As part of this commitment, we have developed Practice and Behaviour Guidelines and a Child Abuse Reporting and Allegations Policy for our Organisation. These are approved and endorsed by our Committee of Management, our Organisation's most senior management board.

YBR CONDUCT AND BEHAVIOUR STANDARDS:

At YBR we expect the behavioural standards of our students to exemplify the values we uphold as contributing members of society. These standards guide us in the way we conduct ourselves (manner of speech, dress and behaviour) and how we interrelate and respect others. They also extend to staff/student, student / student and staff/staff interactions. As a school we strive to establish a safe environment for every child's physical, emotional and spiritual well-being.

Staff members have an increased responsibility to act as a role models for our students. We are required to uphold standards of behaviour during and beyond school hours, and these standards govern our professional and private interactions with colleagues and students. At YBR, these expectations incorporate specific behaviours that relate to unwanted touch and the exertion of inappropriate verbal, physical or psychological influence or control on students and/or staff. Certain behaviours are regarded as incompatible with the goals and standards of the Colleges and are always prohibited as outlined below:

1. Teachers / staff may not be alone with any child/ren in an area that potentially cannot be seen or observed by other faculty members or adults (vehicles included)
2. Teachers / staff may not be in a locked room alone with a student
3. Doors equipped with windows to permit external viewing of the room must remain unobstructed at all times
4. Physical force may never be used other than to safeguard against immediate physical danger
5. Unwelcome physical conduct, such as massaging, pinching, punching, pushing and physical assault or any other inappropriate touching is prohibited
6. Teachers / staff must refrain from denigrating students publicly or privately or from attempts to control or manipulate students through psychological means
7. Teachers/staff may never forbid students to share conversations or information with parents or senior staff, nor instruct students to "keep secrets" from their parents
8. Teachers/staff must refrain from sexual attention towards others in the form of remarks, jokes or innuendo about a person's body or clothing etc., including threats of such behaviour



9. Teachers/staff shall not display, distribute nor share any demeaning, suggestive, objectionable or pornographic material
10. There can be no indirect or explicit invitations to engage in inappropriate, suggestive or sexual activities which may or may not include a promise to reward for complying, or a threat of reprisal for not complying

Behavioural best practice outlined in the Practice and Behaviour Guidelines applies whether in person, on the telephone or through any form of electronic media. These high standards also apply to student/student interaction when under the supervision of school employees and/or when participating in school related programs. Any concerns, suspicions or allegations of abuse, harassment or a violation of the behavioural standards should be promptly brought to the attention of the relevant Head of School or the College Principal.

CHILD PROTECTION:

All staff members are required to participate in mandatory Child Protection workshops and Professional Development sessions offered by the Colleges. In addition, all staff members are to ensure they are up to date with, and agree to abide by, the Policies and Procedures as stated in the 'Child Abuse Reporting and Allegations Policy' document. [Common Drive (Q:)/Group Share/School Policies/Child Protection Policy] This includes understanding when to approach someone if you have a concern over a child's safety and well-being, who to approach, and your legal responsibilities as a staff member.

Any violation of the Practice and Behaviour Guidelines and Child Abuse Reporting and Allegations Policy will not be tolerated and will result in appropriate disciplinary action. Depending on the seriousness of the misconduct, disciplinary action may include suspension while matters are investigated and/or dismissal. In addition to any internal disciplinary proceedings, any breaches of law will be reported to police.

Our collective understanding, adherence and monitoring of behavioural standards outlined in the Practice and Behaviour Guidelines will help us achieve our goal of providing a safe environment for every child in our care.

I have received copies of the Practice and Behaviour Guidelines and Child Abuse Reporting and Allegations Policy. I have read them and I understand that by accepting employment / continued employment in the Colleges, I agree to adhere to these standards.

Employee Name

Employee Position

Employee Signature

Date

Cc: HR individual staff file; Relevant School Files