



AL-AMEEN COLLEGE APPROPRIATE RELATIONSHIP POLICY & GUIDELINES

1. PURPOSE

Al-Ameen College (formerly known as Langford Islamic College) acknowledges that students have a right to learn in a safe physical and emotional environment. Conduct of staff whose duties place them in a position of trust with students must recognise their professional and ethical responsibility to protect the interests of students, to avoid conflicts of interest, to respect the trust involved in staff/student relationship and to accept the constraints and obligations inherent in that responsibility.

A central component of this responsibility involves creating and managing a quality teaching and learning environment for all students. Ensuring a quality learning and teaching environment is a fundamental concern for the College, as this can be adversely affected by inappropriate relationships.

For the protection of staff, students, the College and to promote the College's commitment to providing a safe teaching and learning environment, the boundaries, obligations, and the professional role of staff must be fully recognised and respected. It is the responsibility of all staff to ensure this occurs.

This policy and related guidelines have been established to safeguard staff members in the performance of their duties and also to secure the interests of students. Emphasis is placed on the ethical responsibility to not abuse power, trust, and access to resources in staff/student relationships and assisting staff to maintain highest professional standards in this regard.

2. SCOPE

This policy applies to all staff at Al-Ameen College.

3. POLICY

Staff must seek to maintain the highest professional and ethical standards in the pursuit of good practice in teaching and interacting with students. In particular, staff must:

- Not engage in discussions that are unrelated to the topics taught and that can be interpreted as personal, inappropriate, or private.
- Not develop a relationship with any student that is, or that can be misinterpreted as having a personal rather than a professional interest and relationship with a student;
- Not have relationships in the school and place themselves in situations that could be a conflict of interest or perceived to be a conflict of interest;

- Maintain an appropriate physical and emotional distance from students and perform their duties in the best interests of students without favour towards any individual student over another student;
- Not engage in a romantic or sexual relationship with a student;
- Avoid teaching or being involved in educational decisions involving family members or close friends which could influence academic or professional decisions as well as the environment in which the learning/teaching occurs and;
- Implement all the actions in the Colleges' Anti-Racism and Discrimination' guidelines;
- Immediately report any inappropriate behaviours or suspected inappropriate relationships, to the Principal.

All staff are required to adhere to the following guidelines and recommendations in order to maintain professional and ethical relationships with students and comply with the 'Appropriate Relationship Policy'.

4. DO NOT COMPROMISE YOUR PROFESSIONAL RELATIONSHIP BY:

- Inviting students to join your personal electronic social networking sites (such as Facebook, Twitter etc.) or accept students' invitations to join theirs;
- Attending parties, gatherings or socialising with students;
- Inviting a student or students to your home or attend their house without an appropriate professional reason and without the consent of their parent or guardian;
- Transporting a student in your car without prior approval from the Principal and parents or guardians;
- Sharing your personal contact details such as home address, private telephone number and private email address.

5. DO NOT BREACH BOUNDARIES OF PROFESSIONAL RELATIONSHIP BY:

- Developing an intimate or sexual relationship with a student;
- Using sexual innuendo or inappropriate language and/or materials with students;
- Holding conversations of an intimately personal nature, where you disclose private information about yourself;
- Having contact with a student via written or electronic means including email, letters, telephone, text messages or chat lines without an appropriate and approved context;
- Giving students gifts of a personal nature that encourages them to think they have an individual and special relationship with you.

6. EVERYONE MUST REPORT INAPPROPRIATE BEHAVIOURS AND RELATIONSHIPS

- Staff members who become aware of conduct by either a staff member, contractor, or volunteer that may be sexual abuse, must follow the mandatory reporting procedures as required.
- All staff members who have reasonable cause to believe that a staff member, contractor or volunteer working in the school has inappropriate relationships with students, must report it to the Principal immediately.
- Students or their parents/guardians who believe a teacher, another staff member, contractor or volunteer may be engaging in conduct that may be perceived to be inappropriate, are required to notify the Principal.

7. NON-COMPLIANCE

It is the expectation of the College that all staff will adhere to this Policy. Non-compliance with this policy and related guidelines will result in a serious breach and consequent warning with possible dismissal.

8. RELEVANT LEGISLATION OR AUTHORITY

Children and Community Services Act 2004 (WA): Mandatory Reporting of Child Abuse.

Child Protection Policy

Staff Code of Conduct Policy

Department of Education

Department for Child Protection and Family Support (CPFS)

Teacher Registration Board of Western Australia (TRBWA)

9. REVIEW

YEAR OF REVIEW	REVIEWED BY	AMENDMENTS/REVIEW
2021	PR/ME	Revised