



# Statement of commitment for EF Employees

## Statement of commitment

EF Education First is committed to the safety and wellbeing of all children and young people, especially those that use our services and are entrusted to our care. Our employees will respect their unique position of trust as a teacher or educational provider and treat all children, young people and students with respect and understanding at all times and listen to their concerns. To ensure children and young people are kept safe from harm the following code of conduct for interacting with children and young people applies.

This code of conduct applies to all paid employees, volunteers and visitors of employees who enter our service environment or come into contact with our students outside the service environment.

The standards are underpinned by four core values – respect, care, integrity and trust. Examples of appropriate and inappropriate behavior include:

Behavior	Appropriate	Inappropriate
Language	<ul style="list-style-type: none"> <li>Using encouraging/positive words and a pleasant tone of voice</li> <li>Open and honest communication</li> </ul>	<ul style="list-style-type: none"> <li>Insults or name calling</li> <li>Swearing or yelling</li> <li>Inappropriate topics, sexually suggestive comments/jokes</li> </ul>
Relationships	<ul style="list-style-type: none"> <li>Being a positive role model</li> <li>Building relationships based on trust</li> <li>Empowering children to share in decision making</li> </ul>	<ul style="list-style-type: none"> <li>Favoritism or giving gifts</li> <li>Spending excessive amounts of time outside of work duties alone with children</li> <li>Contact outside of working hours (either physical, through social media networking or via email/phone)</li> <li>Bullying, harassment</li> <li>'Grooming' children or young people</li> <li>Not attempt to establish and inappropriate relationship with students</li> </ul>
Physical Contact	<ul style="list-style-type: none"> <li>Allowing for personal space</li> <li>Touching due to medical emergency or protecting from physical harm</li> <li>Non-threatening</li> </ul>	<ul style="list-style-type: none"> <li>Violent or aggressive behavior including hitting, kicking, slapping, or pushing</li> <li>Kissing or touching</li> </ul>
Other	<ul style="list-style-type: none"> <li>Appropriate attire/clothing for role</li> <li>Use of internet/mobile phone for work related purposes only</li> </ul>	<ul style="list-style-type: none"> <li>Using alcohol or other substances before or during work</li> <li>Inappropriate clothing</li> <li>Sending inappropriate emails</li> </ul>

In the event that the code of conduct for interacting with children and young people is breached, actions will be taken in accordance with our organization's plan for managing breaches of the child and youth risk management strategy.

*"I have read, understood, and will act in accordance with the above commitment and code of conduct."*

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_