



## KEY SELECTION CRITERIA

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<b>POSITION TITLE:</b>	Primary Teacher
<b>LOAD:</b>	Full-time
<b>NATURE:</b>	Ongoing
<b>REQUIRED QUALIFICATIONS:</b>	Recognised teaching qualification VIT Registration (including police check)

Applicants for positions will be judged on their responses to the following key selection criteria. To assist in your written response to the key selection criteria, a number of points for each key selection criteria are listed. You should only refer to these points where you have proven demonstrated experience.

### Key Selection Criteria One

- demonstrated skills and experience in subject area which enable all students to achieve their full potential
- preparation and planning
- assessment and reporting practices
- classroom management
- ability to contribute to the identification of student learning needs
- ability to design, development, implement and review curriculum.

### Key Selection Criteria Two

- show evidence of recent professional development activities
- participate co-operatively with other staff and be able to work as a team member
- assist student teachers in the development of their teaching skills (not expected of Graduate Teachers)

### Key Selection Criteria Three

- to work in partnership with families and churches to offer a sound Christ-centered education.
- be willing to instill Christian morals and values through the curriculum
- mature Christian character with a commitment to a local church fellowship
- commitment to the school's vision and mission statement (attached)

### Other

- Applications should read and agree to abide by the Staff Code of Conduct (attached)

### What to include in the application:



1. Cover letter introducing yourself
2. Resume/CV, including the contact details for at least three referees, one of which must be the senior pastor of the church you attend
3. Written response to the selection criteria (no more than 3 pages please)
4. The completed standard employment application form for teaching staff (separate document on SCC website)

**Applications should be emailed to:** [employment@scc.vic.edu.au](mailto:employment@scc.vic.edu.au)

**Applications close:** Wednesday 24<sup>th</sup> July 2024

## POSITION DESCRIPTION

### Primary Teacher

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#### TEACHING

A teacher is responsible for:

- Planning thoroughly for each lesson
- Preparation of teaching and learning materials for students
- Presenting material in a manner such as will interest students and enhance learning
- Assessing student performance formally in accordance with College policy
- Completing the formal process of reporting to parents in accordance with College policy
- Contacting parents, at other than formal reporting times, when a student's performance, achievement, attitude or behaviour is a cause for concern, in consultation with the Principal
- Meeting deadlines set by subject area/College administration
- Keeping up to date with developments in the subject area
- Asking for professional assistance when appropriate
- Acting upon professional advice when appropriate
- Maintaining appropriate confidentiality in all matters relating to the College
- Punctuality in regard to professional life
- Complete reports accurately

#### DISCIPLINE

The teacher will play a vital role in the discipline process by:

- Emphasising and fostering self-discipline
- Encouraging a positive attitude and positive behaviour in students
- Ensuring that students are aware of minimum expectations in terms of behaviour
- Dealing appropriately with individuals and groups whose behaviour or attitude is not acceptable
- Following the College's stated policy and procedures by referring students to appropriate staff when necessary



## PASTORAL CARE

The subject teacher will demonstrate pastoral care of his/her students by:

- Attending to the needs of each student and the group as a whole
- Exercising duty of care through effective, professional supervision
- Maintaining constant supervision of a group for which responsibility has been allocated
- Treating students with the respect to which their God-given dignity entitles them

## OTHER AREAS

The subject teacher is required to:

- Ensure that the classroom and its equipment are treated with respect by students and that the teaching area is neat and tidy when vacated
- Be involved in co-curricular activities of the College
- Maintain a manner of life which reflects an adherence to and support for the beliefs, teachings, values, and attitudes of Christianity and the Vision and Mission Statement of the College
- Adhere to a standard of dress consistent with the stated requirements of the College
- Practices carried out within the College are in accordance with relevant occupational health and safety guidelines
- Allocated supervision duties and responsibilities
- Reporting to parents at Student/Parent/Teacher Interviews
- Maintaining professional development
- Maintaining excellent rapport with school community – staff, parents and students



## VISION STATEMENT

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To develop the full potential of each student, equipping them to engage with and impact their community for Jesus Christ.

## MISSION STATEMENT

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We seek for fulfil the vision of the College through:

- Being Christ centred in all that we do, encouraging students to develop and grow their personal relationship with Jesus Christ.
- Partnering with families and churches to reinforce Biblical principles.
- Teaching from a Biblical Worldview.
- Providing excellence in classroom teaching.
- Developing a culture of lifelong learning.
- Providing opportunities and encouragement for each student to excel with their God given gifts, talents and abilities.
- Utilise the material and financial resources God has blessed us with, with integrity and honour.
- Developing a heart for mission and providing practical mission opportunities for our students to express Christian love.
- Developing community and relationship within and between all parts of both the College, and the broader community.
- Providing a safe and supportive environment for all students.



## STAFF CODE OF CONDUCT POLICY

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### INTRODUCTION

The Shepparton Christian College Staff Code of Conduct guides all staff members in their consideration of ethical issues that may arise from their employment and indicates the school community's expected standards of behaviour.

It provides a Biblical basis for appropriate behaviour and allows each staff member to test whether a course of action is consistent with school expectations.

Each member of staff has a God-given responsibility for his or her own behaviour and is accountable for individual behaviour decisions. Many such decisions have an impact on other staff members, on students and on families associated with the school. This code will help each staff member to make wise decisions about individual behaviour.

Paul encouraged the Colossian Christians, saying "lead lives worthy of the Lord, fully pleasing to him, as you bear fruit in every good work and as you grow in the knowledge of God" (Colossians 1:10 NRSV). Accordingly, we should live to glorify and honour Christ, using our gifts and abilities to serve others, growing in our relationship with the living Lord.

Staff members of Shepparton Christian College help children to learn God's truth by using their gifts and displaying the fruit of the Spirit. Our relationships are typified by love and grace toward the other person. We demonstrate a daily witness of life and words before the children in our care, as well as the wider community.



## BIBLICAL FOUNDATIONS

*"In the beginning God created the heavens and the earth" (Genesis 1:1).*

God's act of creation demonstrates His love, sovereignty and our true place in creation. We must be aware of our submission to and relationship with God in all things.

*God created people in His own image as the pinnacle of creation (refer Genesis 1:28).*

We have some of God's attributes - the ability to relate and communicate, the ability to create, the ability to reflect and analyse, the ability to rule over other parts of creation, and the ability to submit to God. Our respect and responsibility for self, others and God's creation is based on being "in His own image".

*"Sin entered the world through one man [Adam] and death through sin, and in this way death came to all men, because all sinned" (Romans 5:12).*

We recognise that sin has affected all of us to some extent. This has damaged relationships with God and with each other. Even societal structures are tainted by the effects of sin. We also recognise that we naturally tend towards sinful actions.

*"For Christ died for sins once for all, the righteous for the unrighteous, to bring you to God" (1 Peter 3:18).*

Through His death on the cross, Jesus has dealt with the penalty and power of sin, so that God's people are reconciled with Him as His children. We recognise that we are saved from sin by God's grace alone. Out of gratitude to and love for the Lord we are motivated to obey and to serve Him. We have God's Spirit who renews our minds, so that we are able to make godly, wise decisions for good purposes.

*"His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms" (Ephesians 3:10).*

We have an important role of making known God's wisdom. We have a partnership with parents to assist them as they raise their children "in the nurture and admonition of the Lord" (Ephesians 6:4b). We are gifted by the Holy Spirit to assist parents in this task. We live in community, each performing our functions as part of a body. We serve the Lord and



each other in an attitude of "other people centeredness". We particularly seek to protect the vulnerable and support the less fortunate.

*"In keeping with His promise we are looking forward to a new heaven and a new earth, the home of righteousness...since you are looking forward to this, make every effort to be found spotless, blameless and at peace with Him." (2 Peter 3:13 - 14).*

The completion of God's work is yet to occur. Even though we are still in a broken, sinful world, we strive to live Godly lives in the anticipation of the fulfilment of God's plan and purposes.

In the light of God's creative and redemptive work in the world made complete in the gospel of Jesus Christ, we are compelled to honour and glorify God in our lives and our relationships.

## **CODE OF CONDUCT**

*Shepparton Christian College staff members are committed to honouring God in their lives and in their relationships within the school community.*

### ***We honour God in our personal life***

- We accept, support and protect the school's Statement of Faith. We belong to a Bible-based church family and attend it regularly.
- We do not carry out duties or act on behalf of the School while under the influence of alcohol, drugs or medication which impair judgement. We abstain from smoking, the use of tobacco in any form, the use of alcohol as a beverage in any form, while undertaking school duties or on school property.
- We abstain from the use of abusive substances and illegal drugs.
- We do not conduct activities involving gambling.
- We avoid the use of profanity or obscenities in word or conduct.



- We do not initiate rumours and we ensure that rumours are not passed on.
- We live according to the Biblical precept in which sexual relations is only permitted within a marriage relationship between husband and wife.
- We dress appropriately and modestly to promote a positive, professional learning and working environment which encourages other members of the community to grow in Christ-likeness.

### ***We honour God as we relate to students***

- We respect each student as a unique individual made in God's image. We do not engage in any activities that systematically or continually belittle, embarrass or victimise a student.
- We engage in open, effective and sensitive communication with students.
- We act in a professional and loving manner towards students at all times, with our focus on the students' development, learning and well-being as paramount.
- We recognise and accept our duty of care to protect the health, safety and welfare of students of the school and, in particular, will fulfil policy and legislative requirements related to child protection.
- We treat each student with fairness, as individuals made in God's image and as children to be nurtured.
- We do not punish any student using physical force or strike a student for any reason. Staff members may use reasonable physical force to restrain a child if they reasonably believe that child may cause damage to themselves, another person, materials or equipment.
- We assess students' work fairly and consistently across the different subjects or courses of study.
- We maintain appropriate confidentiality and respect at all times, the right to privacy of students. We behave responsibly in maintaining the security of any personal information.
- We attempt to resolve conflicts or differences with students through appropriate resolution guidelines within the framework of our Behaviour Management Policy.
- We only touch students on the shoulders or head. We will not touch students on the thighs, buttocks, genitalia or breasts except in extreme cases where not doing so would threaten the immediate safety of the student.
- We will not be alone with a child in circumstances where we are unobservable by others, nor be isolated with a student for an extended period of time.





- We will not kiss students, nor be physically intimate with students.
- We will not court, date or develop a relationship with students enrolled at the school other than the appropriate professional relationship between teacher and student.
- We do not have conversations of a lewd or sexually suggestive nature with students, nor make comments of this nature to any student, nor facilitate access to lewd or sexually suggestive material.
- We will inform the Principal of any accusations or allegations of child abuse or sexual abuse against us as soon as practicable. Any prior criminal convictions will be disclosed at the time of application for a position at the school.
- We will inform the Principal immediately when we have reasonable grounds to suspect that a child is at risk of harm.

#### ***We honour God as we relate to parents***

- We engage in open, effective and sensitive communication with parents and carers.
- We treat each parent and carer with fairness, as an individual made in God's image and as fellow members of the community.
- We do not harass, or unfairly or illegally discriminate against parents.
- We maintain appropriate confidentiality and respect at all times, the right to privacy of parents and families. We behave responsibly in maintaining the security of any personal information.
- We attempt to resolve conflicts or differences with parents through referral to Shepparton Christian College's Grievance Policy appropriate resolution procedures.
- We report to parents the progress of their child through conferences, over the phone or in written reports, as appropriate. We notify parents of a matter which gives cause for our concern regarding their child, using the appropriate methods.

#### ***We honour God as we relate to our colleagues***

- We co-operate with each other, bearing one another's burdens and sharing resources as members of the staff team. We treat each staff member with fairness, as individuals made in God's image and as fellow workers in community. We engage in open, effective and sensitive communication with our colleagues.



- We act and speak in a manner that encourages our colleagues in godliness and in their personal and professional growth. We avoid harsh criticism, hurtful and derogatory personal comments and gossip.
- We adhere to and support the lines of authority, responsibility and communications established in the school, and we conduct our work within this established framework.
- We relate with colleagues in a manner free of harassment or unfair discrimination.
- We maintain appropriate confidentiality and respect at all times, the right to privacy of our colleagues. We behave responsibly in maintaining the security of any personal information.
- We attempt to resolve conflicts or differences with colleagues through referral to Shepparton Christian College's Grievance Policy appropriate resolution procedures.

#### ***We honour God as we relate to the wider community***

- We express publicly a loyalty to the school and avoid making comments that may damage the school's reputation or good standing in the wider community.

As members of the community, individual staff members have the right to make public comment, but in doing so, should not imply that their own private views represent the official view of the School.

Only the official spokesperson of the school may communicate with members of the media regarding incidents at the school.

#### ***We honour God by maintaining professional standards***

- We accept responsibility to complete any tasks associated with our position as assigned to us.
- We perform the duties associated with our position diligently, impartially and conscientiously, to the best of our ability. We respect the value of deadlines and make a commitment to punctuality and reliability.
- We seek professional development and training in areas which are related to our duties within the School and strive to keep up to date with advances and changes in the body of



knowledge, professional and ethical standards and competencies relevant to our area of activity.

- We will comply with internal policy or legislative requirements with respect to documentation of our actions or recordkeeping.
- We report incidents of, or our suspicions of, fraud, corruption or maladministration, should they occur.
- Where additional employment is undertaken, we will seek the approval of the Principal of the school and make a commitment to ensure that the effective discharge of our duty to the school is not affected.
- We disclose the contents of any school documents or corporate information that has been supplied to, or seen by us to another party **only** if this is required in the course of our official duties as an employee.

#### ***We honour God by using resources wisely***

- We declare to the Principal conflicts of interest or potential conflicts of interest which we may have with any other stakeholders that may result in personal or financial benefit or may impede our proper judgement and decision making within our role.
- We use computer resources appropriately.
- We do not use either the facilities or any equipment of the School for our personal financial benefit.
- We accept responsibility for our efficient and effective use of all physical, technical financial and human resources that God has provided to the school community. We will use these resources wisely, observing principles of Godly stewardship, faithful service to God and the community, safety for ourselves and others and environmental responsibility.

#### ***We honour God by obeying policies, laws and regulations***

- We support and contribute to the school's compliance with applicable legislative and regulatory requirements through adherence to the policies and procedures of the school, and through awareness of and commitment to our personal responsibilities in these



areas.

### ***We honour God by accepting consequences for our actions***

As we strive to adhere to this code, we realise that at times we may stumble. If we feel that we are stumbling, we know that we may seek in-confidence advice from our supervisors, who will serve us and strive to uphold us in our struggle to serve the Lord. However, our supervisors must act in the best interest of the school community and to this end; we must all accept responsibility for our own actions and their consequences.

If we breach this Code of Conduct, we recognise that we may face disciplinary action. If after reasonable attempts by our leaders at reconciliation and remediation we cannot be restored to our position, we accept dismissal from our position and understand that in some instances legal action may be taken against us.

*Knowing all this “whatever (we) do, whether in word or deed, (we) do it all in the name of the Lord Jesus, giving thanks to God the Father through him” (Colossians 3:8)*



## STATEMENT OF FAITH

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- We believe that the Bible is God's Word. It is accurate, authoritative and applicable to our everyday lives.
- We believe in one eternal God who is the Creator of all things. He exists in three Persons: God the Father, God the Son and God the Holy Spirit. He is totally loving and completely holy.
- We believe that sin has separated each of us from God and His purpose for our lives.
- We believe that the Lord Jesus Christ as both God and man is the only One who can reconcile us to God. He lived a sinless and exemplary life, died on the cross in our place, and rose again to prove His victory and empower us for life.
- We believe that in order to receive forgiveness and the 'new birth' we must repent of our sins, believe in the Lord Jesus Christ, and submit to His will for our lives.
- We believe that in order to live the holy and fruitful lives that God intends for us, we need to be baptised in water and be filled with the power of the Holy Spirit.
- The Holy Spirit enables us to use spiritual gifts, including speaking in tongues which is the initial evidence of baptism in the Holy Spirit.\*
- We believe that God has individually equipped us so that we can successfully achieve His purpose for our lives which is to worship God, fulfil our role in the Church and serve the community in which we live.
- We believe that God wants to heal and transform us so that we can live healthy and prosperous lives in order to help others more effectively.
- We believe that our eternal destination of either Heaven or hell is determined by our response to the Lord Jesus Christ.
- We believe that the Lord Jesus Christ is coming back again as He promised.

\* Variations to this clause will be accepted to allow for different convictions on this doctrine



## CHILD SAFE CODE OF CONDUCT

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### 1. RATIONALE

Our school has both a desire and a responsibility to ensure that children are safe at all time. There is an expectation on staff, contractors and volunteers to maintain a high standard of conduct at all times.

Shepparton Christian College has a zero tolerance approach to child abuse.

### 2. AIMS

To safeguard the emotional and physical wellbeing of children and young people and to provide clear advice and direction to staff, contractors and volunteers for the establishment of positive, caring and respectful relationships with students at Shepparton Christian College.

### 3. BACKGROUND

- The safety of children is the most important reason for this code of conduct.
- Schools are required to meet child safety standards as outlined in Ministerial Order No. 870.
- All teachers will adhere to the standards outlined in the Victorian Teaching Profession Code of Conduct (available from [www.vit.vic.edu.au](http://www.vit.vic.edu.au))
- All staff will be aware of and expected to maintain the professional boundaries as outlined in this code of conduct, at all times (including outside of normal work hours). All staff will be expected at all times to make wise, discerning decisions about appropriate conduct.
- All contractors will be required to follow this code of conduct whilst engaged in school activities.
- All volunteers will be required to follow this code of conduct whilst engaged in school activities.

### 4. IMPLEMENTATION

This policy needs to be read in conjunction with the Shepparton Christian College Child Safety Policy.

#### ***Acceptable behaviours***

All staff, volunteers and board members are responsible for supporting the safety of children by:

- ensuring the adult/child relationship is professional at all times
- adhering to the school's commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone in the school community with respect



- ensuring as far as practicable that adults are not alone with a child
- reporting any allegations of child abuse to the school's leadership (NOTE: this is not a matter for discretion, but a requirement)
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958
- reporting any child safety concerns to the school's leadership if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe
- reporting to the Victorian Institute of Teaching any charges, committals for trial or convictions in relation to a sexual offence by a registered teacher, or certain allegations or concerns about a registered teacher.
- When working one-on-one with students (counselling, learning support assistance, testing and assessment, behaviour management) the following guidelines apply
  - Make it visible. The use of classrooms with open blinds, picnic tables and offices in busy areas is most appropriate.
  - As far as possible, provide support during normal work hours, and do not conduct excessively long sessions

### ***Unacceptable behaviours***

Staff, volunteers and board members must not:

- ignore or disregard any suspected or disclosed child abuse
- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- initiate unnecessary physical contact with children
- use inappropriate physical restraint
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities)
- Discuss private lifestyle details of self, other staff or children and young people unless directly relevant to the learning topic and with the individual's consent
- use inappropriate language in the presence of children
- discriminate against any child because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- use any personal communication channels/device such as a personal email account
- exchange personal contact details such as phone number, social networking sites or email



addresses

- Engage in correspondence of a personal nature via any medium (eg phone, text messages, letters, emails, internet postings).
- Allowing students access to a staff member's personal internet locations (eg social networking sites)
- Photographing, audio recording or filming children or young people via any medium when not authorised by the Principal and/or without required parental consent
- Using personal rather than school equipment for approved activities, unless authorised by the Principal to do so
- Still/moving images or audio recordings of children and young people on personal equipment must be uploaded/removed from personal devices as soon as reasonable after the event
- Upload or publish still/moving images or audio recordings of students to any location other than the College servers, without parental and Principal's consent
- Inviting/allowing/encouraging children and young people to attend the staff member's home (consideration to be made for family friendship and church group situations)
- Attending students' homes or their social gatherings (consideration for family friendship and church group situations)
- Be alone in a vehicle of any sort with a student of the College. When required to transport a student, there must be at least three people. For example, 1 staff and 2 students, or 2 staff with 1 student as a minimum. (Consideration given for arrangements between staff for staff children. Exceptions in extreme circumstances and with written permission of parents and/or the Principal)
- Being alone with a child or young person outside of a staff member's responsibilities
- Entering change rooms or toilets occupied by children or young people when supervision is not required or appropriate. If required to supervise students in change rooms or toilets, there must be 2 adults present.
- Use facilities set aside for children and young people (eg toilets and change rooms). When on camps or excursions, and no other option exists, ensure that students are not present when using toilets or change rooms.
- Private tutoring outside of normal school duties (paid or unpaid) of students who currently attend Shepparton Christian College (without the permission of the College Principal)
- Adopting an ongoing welfare role that is beyond the scope of their position or that is the responsibility of another staff member (eg a counsellor) or an external professional.