

# POLICY



**HALE**  
SCHOOL

This Code of Conduct (the Code) is based on the principles, values and behaviours outlined in Hale School's (the School) Code of Ethics. The Code applies to all staff, contractors, their employees, and



# POLICY

# POLICY




**HALE**  
SCHOOL

associated with the collection, release, and privacy of information.

Ensure capacity to perform one's duties is not impaired by alcohol and drugs and that the use of such substances does not risk one's health and safety or the health and safety of others.  
Understand and comply with no 'vaping' or smoking boundaries

# POLICY



Grooming in a child protection context refers to deliberate actions undertaken to engage in sexual activity with a child. It differs from sexual abuse in that it is primarily a preparatory activity occurring before abuse occurs but is continued during and after the abuse to ensure the safety of the groomer.

Grooming is a subtle, gradual, and escalating process of building trust with a child and those around the child, both children and adults, with the express purpose of the sexual gratification of the perpetrator- this generally involves engaging in sexual activity with the child. It is deliberate and purposeful and occurs both before and after the abuse. Abusers may groom children and supporting adults for weeks, months, or even years before any sexual abuse takes place. The grooming may occur in person, via cyber media and/or other forms of communication.

A committed offender will employ grooming behavior from an early stage and because it is so subtle and gradual the child may not even be aware that the actual abuse when it occurs, is wrong or harmful. The grooming occurs with the child but also with those supporting networks around the child which might normally act as a deterrent or protective element. The perpetrator will invest significant energy and patience to minimize the risk of detection and exposure. The groomer will employ manipulation, guilt, shame, b

