

Code of Conduct Applicants

Purpose

To set clear behavioural standards for all applicants engaging with Outback Teacher Recruitment (OTR) and, where placed, working in school and community settings—particularly Aboriginal and Torres Strait Islander communities.

Scope

Applies from first contact with OTR (calls, emails, social media, interviews) through to any placement, trial, relief day, or community interaction facilitated by OTR.

1) Core Principles

1. Child Safety First — protect children and young people at all times; follow the National Principles for Child Safe Organisations.
2. Cultural Safety & Respect — act with humility and respect in all communities including Aboriginal and Torres Strait Islander communities; listen, learn, and adapt.
3. Professionalism — behave courteously, ethically, and lawfully in person and online.
4. Equity & Inclusion — zero tolerance for discrimination, harassment, or vilification.
5. Integrity — be honest in your application, documentation, and commitments.
6. Confidentiality & Privacy — protect personal information in line with the Privacy Act 1988 (Cth).

2) Standards of Behaviour (required)

- Respectful communication: Use professional, non-derogatory language. Avoid sexual remarks, innuendo, or comments about a person's race, culture, gender, orientation, religion, marital status, or disability.
- Cultural safety: Follow local protocols (e.g., elders' guidance, sorry business, photo permissions, sacred sites). Seek advice when unsure.
- Child-safe conduct: Maintain professional boundaries; never be alone with a student without appropriate visibility/permission; report any child-safety concerns immediately.
- Online conduct & social media: Do not post or "like/share" content that is discriminatory, sexually explicit, harassing, or threatening. Do not publish identifiable images of students/community without written permission via school protocols.
- Substance use: No alcohol or drugs during work or when on call; comply with local alcohol restrictions (dry community rules).
- Conflicts of interest: Declare any actual or perceived conflicts to OTR and the school.
- Information security: Keep school and student information confidential. Use school systems appropriately; no unauthorised recording of meetings/classes.
- Compliance: Hold and maintain all required checks/registrations (e.g., WWCC/Ochre Card/Blue Card, teacher registration, right to work).



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3) Unacceptable Conduct (non-exhaustive)

Conduct that will normally result in immediate non-progression or removal from placement:

- Discriminatory, racist, sexist, homophobic, transphobic, or otherwise derogatory remarks or behaviour.
- Sexualised comments toward or about community members, students or colleagues.
- Harassment, intimidation, bullying, or threats.
- Breach of child-safe standards or professional boundaries.
- Posting hateful, explicit, or defamatory content online.
- Dishonesty in application materials, interviews, references, or identity documents.
- Possession/use of illegal substances or being impaired at work.

4) Reporting & Support

- Report concerns immediately to OTR and to the school's nominated child-safety officer/principal.
- OTR will acknowledge reports, assess risk, and, where required, notify relevant authorities or the host school.

5) Screening & Monitoring

- By engaging with OTR you consent to proportionate, job-related screening (e.g., reference checks, qualifications, working-with-children checks).
- Where social-media screening is used, it will be applied consistently and limited to conduct relevant to the role and these standards.

6) Consequences of Breach

May include:

- Warning and/or required training;
- Suspension or withdrawal of candidacy;
- Removal from site/placement;
- Notification to the school, regulatory bodies, or authorities;
- Termination of any engagement with OTR.



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