

## **2025 Declaration of Commitment to Safeguarding Policy & Staff Code of Conduct**

**BY SIGNING THE SAFEGUARDING DECLARATION, I explicitly agree that:**

**I will always:**

- Conduct myself in a manner consistent with Waterford Kamhlaba UWCSA's values and the Safeguarding Policy.
- Treat staff and children with respect and with equality, regardless of their age, sex, language, religion, opinion or nationality, ethnic or social origin, status, class, caste, sexual orientation, or any other personal characteristics.
- Engage with students in a manner that is purposeful, professional, and clearly aligned with the intended objective of the interaction.
- Report any suspicions or allegations or queries to the Designated Safeguarding Lead of behaviour which goes against the principles of the Safeguarding Policy and Staff Code of Conduct including any form of child abuse – even if the information or allegation is of a colleague/friend.
- Utilise all Waterford Kamhlaba training and awareness sessions to increase understanding of what constitutes various elements of child abuse.
- Ensure that my interactions honor every community member's right to privacy, dignity and respect and do not cross professional boundaries.
- Recognize that students are not my peers or friends and will uphold the professional dynamic that ensures safety and respect by referring students of concern and seeking support from Pastoral structures in a timely and transparent manner.
- Ensure that my interactions respect every community member's right to privacy, dignity and respect.
- Treat all students equitably and fairly, ensuring that my interactions remain transparent and professional.

**I commit not to:**

- Engage in any sort of child abuse whether sexual, physical, emotional, neglect, grooming, harassment or exploitation via digital or other means with any child below 18 years old or students above 18 years old within and outside the college.
- Exchange money, gifts or services for sexual favours or subject a child to any other kind of humiliating, degrading or abusive behaviour.
- Touch children inappropriately, use language or make suggestions in an inappropriate manner to provoke, harass or degrade the child or show disrespect for their family background. This includes acting in a manner which is likely to have a negative impact on the child's confidence and feelings of self-worth.
- Discriminate against and treat children unequally or unfairly for example by favouritism and excluding others.
- Invite a child or their relatives to my home to develop a relationship which may be considered outside normal professional boundaries i.e. against the principles of the college Safeguarding Policy and Staff Code of Conduct.
- Work with or transport a child alone without the prior authorisation of my manager, unless absolutely necessary for the safety of the child.
- Watch, publish, produce, or share pornography showing children, and/or show pornographic material to children.
- Maintain inappropriate social media contact, which uses the trust given to educators to threaten the safeguarding of children and their families members.
- Close my eyes to, ignore or fail to report any concern, suspected violation or violation of the Safeguarding Policy and Staff Code of Conduct to the Safeguarding Officer(s), Counsellor(s) or the HR.
- Represent children as victims (weak, powerless, unassisted, desperate, etc.).
- Engage in conduct that demeans another student or staff member.

**Declaration of commitment**

I, \_\_\_\_\_ the undersigned, declare I have received, read and understood the Safeguarding Policy, Staff Code of Conduct and I commit to know and agree to work in accordance with it. I understand that the Safeguarding Commitment is aligned to college policy. Failure to safeguard students and community members may result in disciplinary action that could be followed by judicial proceedings and the termination of my engagement with Waterford Kamhlaba UWCSA.

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