

Child Safety Code of Conduct

PURPOSE

This code of conduct has a specific focus on safeguarding children and young people at St Elizabeth's School against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement child protection legislation, school policies / procedures and professional standards, codes or ethics as these apply to staff and personnel. All staff, volunteers, contractors, clergy and School Education Board members at St Elizabeth's School are expected to actively contribute to a school culture that respects the dignity of its members and affirms the Gospel values of love, care for others, compassion and justice. They are required to observe child-safe principles and expectations for appropriate behaviour towards and in the company of children as noted below.

ACCEPTABLE BEHAVIOURS

All staff, volunteers, contractors, clergy and School Education Board Members are responsible for supporting children by:~

- Adhering to the schools child-safe policy and upholding the school's statement of commitment to child safety at all times
- Taking all reasonable steps to protect children from abuse
- Treating everyone in the school community with respect (modelling positive and respectful relationships and acting in a manner that sustains a safe, educational and pastoral environment)
- Listening and responding to the views and concerns of children, particularly if they are telling you that they or another child have been abused or that they are worried about their safety / the safety of another child
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children (for example, by never questioning an Aboriginal and Torres Strait Islander child's self-identification)
- Promoting the cultural safety, participation and empowerment of children with culturally and / or linguistically diverse backgrounds (for example, by having a zero tolerance policy towards discrimination)
- Promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- Ensuring that as far as practicable no adult is ever alone with a child
- Reporting any allegations of child abuse to the school's leadership or Child Safety Leader (if the school has appointed someone to this role)
- Understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic)
- Reporting any child safety concerns to the school's leadership (and or Child Safety Leader if the school has appointed one)
- If an allegation of child abuse is made, ensuring as quickly as possible that the child / ren are safe.

UNACCEPTABLE BEHAVIOURS

- Ignore or disregard any suspected or disclosed child abuse
- Develop any 'special' relationship with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- Exhibit behaviours with children which may be construed as unnecessarily physical (for example, inappropriate sitting on laps)
- Put children at risk of abuse (for example, by locking a child in a room by themselves)
- Initiate unnecessary physical contact with children or do things of a personal nature that a child can do for themselves, such as toileting or changing clothes

- Engage in open discussions of a mature or adult nature in the presence of children, (for example, personal social activities)
- Use inappropriate language in the presence of children
- Express personal views on cultures, race or sexuality in the presence of children
- Discriminate against any child, including because of age, gender, culture, vulnerability, sexuality, ethnicity or disability
- Have contact with a child or their family outside of school hours without the school leadership or Child Safety Leader's (if the school has appointed one) knowledge and / or consent or the school's governing authority's approval (for example, unauthorised after hours tutoring, private instrumental / other lessons or sport coaching), accidental contact such as seeing people in the street, is appropriate
- Have any online contact with a child (including by social media, email, instant messaging etc) or their family, (unless necessary e.g., by providing families with newsletters or assisting students with their school work
- Use any personal communication channels / devices such as a personal email account
- Exchange personal contact details such as phone number, social networking sites or email addresses
- Photograph or video a child without consent of the parent or guardians
- Retain image of students on personal devices for more than 10 school days (May be stored on school servers or school based offsite servers)
- Work with children while under the influence of alcohol or illegal drugs
- Consume alcohol or drugs at school or at school events in the presence of children.

I confirm that I have been provided with a copy of the above Code of Conduct.

Signed.....Dated.....

