



Child Safety Code of Conduct

Rationale:

The Child Safety Code of Conduct has a specific focus safeguarding children and young people at St Justin's Parish School against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and or occupational codes and legislation.

Implementation:

This Code of Conduct has a specific focus on safeguarding children and young people at St Justin's Parish Primary 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.

The purpose of this Code of Conduct is to establish clear expectations for appropriate behaviour by adults towards children and young people. It aims to protect and reduce opportunity of abuse or harm to children. This Code of Conduct also provides anyone associated with St Justin's Parish School with protocols and guidelines on how to effectively support students and young people and to manage difficult situations.

This Code of Conduct applies to all staff (teaching and non teaching), clergy, casual relief staff, volunteers and contractors engaged by the school who are required to observe the 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 board/school council members of St Justin's Parish School are responsible for supporting the safety of children by:

- adhering to St Justin's Parish School's Child Safety 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
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has 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 of discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)

- ensuring as far as practicable that adults are not alone with a child
- reporting any allegations of child abuse and/or child safety concerns to St Justin's Parish School's leadership team
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the *Crimes Act 1958*
- 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 and Catholic Education Melbourne (CEM) 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

Unacceptable behaviours

All staff, volunteers, contractors, clergy and board/school council members of St Justin's Parish School 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)
- 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 doors)
- initiate unnecessary physical contact which 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, race, culture, vulnerability, sexuality, ethnicity or disability
- have contact with a child or their family outside of school without the school's leadership or child safety officer's (if the school has appointed someone to this role) knowledge and/or consent or the school 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 eg by providing families with e-newsletters or assisting students with their school work)
- share 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 with a child or young person
- photograph or video a child without the consent of the parent or guardians
- work with children whilst under the influence of alcohol or illegal drugs
- consume alcohol or illegal drugs at school or at school events in the presence of children e.g. Graduation, Twilight Sports, without the permission of a member of the Leadership Team.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to St Justin's Parish School leadership team.

Failure to Comply with this Code of Conduct

Where a staff member, clergy, casual relief staff, volunteer, contractor and board/school council member is suspected of breaching any obligation, duty or responsibility within this Policy, St Justin's Parish School will take disciplinary action.

I, _____, confirm I have been provided with a copy of the above Code of Conduct and agree to abide by it at all times whilst I am employed by St Justin's Parish Primary School.

Signed: _____ Date: _____

Principal: _____ Date: _____