

## **Child Safety Code of Conduct**

### **Safeguarding Children and Young People**

Central to the mission of St John's Regional College and St Mary's College for the Deaf is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.

### **Purpose**

This Code of Conduct has a specific focus on safeguarding children and young people at St John's Regional College and St Mary's College for the Deaf against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement child protection legislation, College policies/procedures and professional standards, codes or ethics as these apply to staff and personnel.

### **The Child Safe Code of Conduct applies to:**

- all staff members of St John's Regional College and St Mary's College for the deaf, including non-teaching staff and temporary or casual staff
- Allied health providers
- Volunteers
- students
- parents and carers
- Clergy
- Third Party Contractors
- External Education Providers
- the St John's Regional College Board
- teaching students on placement at the College
- visitors.

This Child Safe Code of Conduct outlines appropriate standards of behaviour for all adults towards students. The Code serves to protect students, reduce any opportunities for abuse or harm to occur, and promote child safety in the College environment. It provides guidance on how to best support students and how to avoid or better manage difficult situations. Where a staff member breaches the Code, St John's Regional College may take disciplinary action, including in the case of serious breaches, summary dismissal. The College revises the Code annually.

St John's Regional College has the following expectations of behaviours and boundaries for all adults interacting with students within our College community. This includes all teaching staff, non-teaching staff, the St John's Regional College Board, Volunteers, Third Party Contractors, External Education Providers and parents/carers

The College's St John's Regional College Board has endorsed this Child Safe Code of Conduct.

## Acceptable Behaviours

All staff, allied health providers, volunteers, contractors, clergy, visitors, College Board members and members of other College organisations are responsible for supporting the safety of children by:

- adhering to the College's Child Safety Policy and upholding the College's Child Safety Commitment Statement all times
- taking all reasonable steps to protect children from abuse
- treating everyone in the College community with respect by 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, especially if they relate to their safety or the safety of another child
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children, children with culturally and/or linguistically diverse backgrounds or those with a disability (for example, by having a policy of zero tolerance towards discrimination)
- ensuring that adults interact with children in child safe and visible settings
- ensuring that when working with a small group of students or 1:1 with a student all adults will follow as appropriate the St Mary's College for the Deaf's Supervision Policy
- reporting any allegations of child abuse and/or child safety concerns to the College's leadership and ensuring immediately that the child is safe
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic.)

## Unacceptable Behaviours

- 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)
- initiate or exhibit behaviours with children which may be construed as unnecessarily physical
- engage in open discussions of a mature, personal or adult nature in the presence of children without appropriate context
- use inappropriate language or profanity in the presence of children unless required by the learning context
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, because of age, gender, race, culture, vulnerability, sexuality and sexual identity, ethnicity or disability
- have unnecessary contact with a child or their family outside of school without the College leadership's consent (for example, unauthorised after-hours tutoring, private instrumental/other lessons) Formal contact through official sporting clubs, community organisations e.g. scouts, guides, theatre etc., parish or tuition agencies or accidental contact, such as seeing people in the street, is appropriate
- have online contact with a child (including by social media, email, instant messaging etc.) unless carrying out school sanctioned professional responsibilities
- use any personal communication channels/device such as a personal email account or exchange personal contact details such as phone number, social networking sites or email addresses. Where personal contact details are authorised to be shared in the interests of child safety, these must be deleted at the first opportunity

- photograph or video a child unless authorised in this role by the College, without the consent of the parent or guardians
- work with children while under the influence of alcohol or illegal/illicit drugs
- consume alcohol or illegal/illicit drugs at school or at College events in the presence of children\*

*(\*We recognise that specific College events such as the Presentation Ball, Graduation Dinner, Coolies Trivia Night, PFA Functions and Graduates' Restaurant provide exceptions re the consumption of alcohol. We further recognise the guidelines of the House Policy at licensed venues must also be adhered to.)*

(Adapted from Source: VRQA)

I, \_\_\_\_\_, confirm that I have been provided with a copy of the above Child Safety Code of Conduct and that I have read, understood and accepted this Code.

Signature:..... Date:.....