

Child Safety Code of Conduct (Acceptable and Unacceptable Behaviour)

Definition

St Margaret's Berwick Grammar is defined as Berwick Campus and Officer Campus.

Rationale

Child Safe Standard 2:- **Child safety and wellbeing is embedded in organisational leadership, governance and culture**

In complying with Child Safe Standard 2, an organisation must, at a minimum, ensure:

- 2.1 The organisation makes a public commitment to child safety.
- 2.2 A child safe culture is championed and modelled at all levels of the organisation from the top down and bottom up.
- 2.3 Governance arrangements facilitate implementation of the child safety and wellbeing policy at all levels.
- 2.4 A Code of Conduct provides guidelines for staff and volunteers on expected behavioural standards and responsibilities.
- 2.5 Risk management strategies focus on preventing, identifying and mitigating risks to children and young people.
- 2.6 Staff and volunteers understand their obligations on information sharing and recordkeeping.

St Margaret's Berwick Grammar is a child safe environment. The school actively promotes the safety and wellbeing of all students, and all staff are committed to protecting students from abuse or harm in the school environment. Individual student concerns are acted upon in a sensitive and timely manner, and information and strategies shared on a need to know basis within the school. The school cultivates clearly articulated and reinforced core values on which all communication is based.

All staff and volunteers of St Margaret's Berwick Grammar make every attempt to create a supportive and cooperative environment conducive to learning and quality teaching. They are also required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children.

Some key principles that should guide an adults behaviour when undertaking child-connected work include:

- the adult/child relationship should be professional at all times
- an adult's response to a child's behaviour or circumstance should be commensurate with the child's age and vulnerability and the adult's responsibility for the care, safety and welfare of the child
- an adult should not be alone with a child unless there is a line of sight to other adults
- an adult should not initiate or seek physical contact or contact with children outside school.

Acceptable behaviours

All staff and volunteers are responsible for supporting and promoting the safety, participation, wellbeing and empowerment of our children by:

- adhering to the school's Child Safe Policy and upholding the school's commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone in the community fairly and with respect
- listening and responding to the views and concerns of students, particularly if they are telling you that they or another child has been abused or that they are worried about their safety or the safety of another child

- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children e.g. be never questioning an Aboriginal or Torres Strait Islander child's self-identification
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds e.g. by having zero tolerance of discrimination
- promoting the cultural safety, participation and empowerment of LGBTIQ+ children e.g. by having zero tolerance of discrimination
- promoting the safety, participation and empowerment of children with a disability (and their families) taking into account the impact of physical and intellectual disability, trauma and disadvantage on the learning process
- ensuring as far as practicable that adults are not left alone with a child
- reporting any allegations of child abuse to the school's leadership team or child safety officer
- reporting any child safety concerns to the school's leadership team or child safety officer
- 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 or is suspected, ensuring as quickly as possible that the student is safe and protected
- reporting to the Victorian Institute of Teaching (VIT) any charges, committals for trial or convictions in relation to a sexual offense by a registered teacher, or certain allegations or concerns about a registered teacher.

Unacceptable behaviours

All staff and volunteers of the school community involved in child-related work must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop a 'special' relationship with any student that could be seen as favouritism e.g. the offering of gifts or special treatment for specific children or any 'grooming' behaviour
- exhibit behaviours or engage in activities with children which may be construed as unnecessarily physical or inappropriate e.g. inappropriate sitting on laps
- put children at risk of abuse e.g. by locking doors, being alone with a child, unless the child and staff member are visible by others, the door is open or ajar so that the child and staff member can be seen or heard
- 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
- use inappropriate language, express personal views on culture, race or sexuality in the presence of children
- discriminate against any child because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity
- have any online contact with a child or their family through personal or private contact channels or use any personal contact details such as phone numbers, social networking sites or email addresses, (including, but not limited to, social media, instant messaging, texting etc.), except where that communication is reasonable in all the circumstances, related to school work or co-curricular activities (excursion, International Tours etc.) or where there is a safety concern or other urgent matter
- 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
- in the school environment or at other school events where students are present, consume alcohol contrary to school Drug and Alcohol policy or take illicit drugs under any circumstances
- ignore or disregard any suspected or disclosed child abuse.

By observing the standards, you acknowledge your responsibility to adhere to the child safe principles and expectations for appropriate behaviour towards and in the company of children and immediately report any breach of this code.

I agree to adhere to this Child Safety Code of Conduct Policy.

Name: _____

Signature: _____

Date: _____