



Code of Conduct *Safeguarding Children and Young People*

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at **St Joseph's Primary School, Red Cliffs** against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes.

All staff, volunteers, contractors, clergy and school advisory council members at St Joseph's Primary School, **Red Cliffs** 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.

This Code of Conduct has a specific focus on safeguarding children and young people at St Joseph's Primary School against behaviour inclusive of online behaviour which places them at risk. This code of conduct also provides protection to staff to ensure that they maintain professional relationships at all times inclusive of an online environment.

This Code of Conduct has a specific focus on safeguarding children and young people at St Joseph's Primary School against sexual, physical, psychological and emotional abuse or neglect and is inclusive of online learning environments.

It is intended to complement other professional and/or occupational codes.

All staff, volunteers, external providers and contractors, clergy and school advisory council members at St Joseph's Primary School are expected to contribute actively 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 (inclusive of online behaviour) towards and in the company of children, as noted below.

This Code of Conduct has been developed in accordance with the specific requirements of the Victorian Child Safe Standards as set out in [Ministerial Order No. 870](#)

Acceptable behaviours

All staff, volunteers, external providers contractors, visitors, clergy and school council members are responsible for supporting the safety of children in all environments including an online learning environment by:

- adhering to the school's child safe policy and upholding the school's statement of commitment to child safety at all times including in an online environment.
- 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, this includes in an online environment.
- reporting any allegations of child abuse to a member of the school's leadership or to the child safety officer
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958
- reporting any child safety concerns to the school's leadership or to the child safety officer
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe

Unacceptable behaviours

All staff, volunteers, external providers and contractors, clergy and school council members 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 or preferential access to staff time in an online learning environment)

- 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 or interacting with students in an unsupervised or one to one online live environment – we want teachers to record video conferences with children)
- 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 or online activities)
- use inappropriate language (including inappropriate online language) in the presence of children
- express personal views on cultures, race or sexuality in the presence (face to face or online) of children
- discriminate against any child, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- without a valid context have contact with a child or their family outside of school (face to face or virtual) without the school's leadership or child safety officer's knowledge and/or consent or the school governing authority's approval (for example, unauthorised after hours tutoring, private instrumental/other lessons or sports coaching). [Accidental contact, such as seeing people in the street or at community events, is appropriate.]
- without a valid context have any online contact with a child (including by social media, email, instant messaging etc) unless via a school approved online learning system for the purpose of learning or their family or (unless necessary eg by providing families with e-newsletters or assisting students with their school work)
- use 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
- photograph or video a child without the consent of the parent or guardians (other than the recording for the purpose of online learning systems which are to be stored on a school approved platform or school owned server, which should be communicated to parents)
- work with children whilst under the influence of alcohol or illegal drugs (face to face or online)
- consume alcohol or drugs at school or at school events in the presence of children (face to face or online)

Failure to Comply with This Code of Conduct

Where a staff member (teaching & non-teaching), clergy, casual relief staff, volunteers, contractors and School Advisory Council member is suspected of breaching any obligation, duty or responsibility within this Policy, St Joseph's Primary School will take disciplinary action, including in the case of serious breaches, summary dismissal.

Acknowledgement

I have been provided with a copy of the code of conduct.

Name:
Signature:
Date: