

CHILD SAFETY CODE OF CONDUCT

INTRODUCTION

This Code of Conduct has a specific focus on safeguarding children and young people at Mount Ridley P-12 College against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes and legislation.

PURPOSE

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 children and reduce any opportunity of abuse or harm to them.

SCOPE

This Code of Conduct applies to all staff members (teaching and support staff), casual relief staff, students on placement, volunteers, and contractors engaged by the school.

Acceptable behaviours

All staff members (teaching and support staff), casual relief staff, students on placement, volunteers, contractors and College Council members are responsible for supporting the safety of children by complying with the following 'acceptable behaviours':

- Adhering to the College's Child Safety Policy and associated procedures at all times;
- Taking all reasonable steps to protect students from abuse;
- Treating everyone with respect, including listening to and valuing their ideas and opinions;
- Listening and responding to the views and concerns of students, particularly if they are telling you that they or another student or young person has been abused and/or are worried about their safety or the safety of another child;
- Taking account of the diversity of all students, including (but not limited to) the needs of Aboriginal students, students from culturally and/or linguistically diverse backgrounds, students with disabilities and those who are vulnerable;
- Promoting the cultural safety, participation and empowerment of all students, including those from diverse backgrounds;
- Ensuring as far as practicable that adults avoid being left alone with a student or young person;
- Reporting all child safety complaints, suspected abuse, disclosures or breaches of the Child Safety Code of Conduct immediately to the College Principal or a member of the Principal Class team;
- Understanding and complying with all the reporting obligations as they relate to mandatory reporting and reporting under Section 327 of the Crimes Act 1958 (as amended October 2014) - *Failure to disclose sexual offence committed against child under the age of 16 years*;
- If an allegation of child abuse is made, ensuring the safety of the student/s as soon as possible.

Unacceptable behaviours

All staff members (teaching and support staff), casual relief staff, students on placement, volunteers, contractors and College Council members must not:

- Ignore or disregard any child safety complaints, suspected abuse, disclosures or breaches of the Child Safety Code of Conduct;
- Develop any 'special' relationships with students or young people that could be seen as favouritism or amount to 'grooming behaviour' (such as the offering of gifts or special treatment for specific students);
- Exhibit behaviours with students or young people, which may be construed as unnecessarily physical;
- Ignore behaviours by other adults towards students when they appear to be overly familiar or are behaving inappropriately in any other way;
- Do things of a personal nature that a student can do for themselves (such as toileting or changing clothes);
- Engage in open discussions of a mature or adult nature in the presence of students;
- Use inappropriate language in the presence of students;
- Exchange personal contact details such as phone numbers, social media accounts or email addresses with students or young people;
- Communicate personally or privately with students including 'on line', via email, social media, text message or other means, except where that communication is related to school work or extra-curricular activities; or when there is a safety concern or other urgent matter;
- Treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity;
- Maintain relationships with students and their families outside of school without the express knowledge of the College Principal or a member of the Principal Class team;
- Photograph or film a child in a school environment without the consent of their parents or guardians;
- Attend work or other school events under the influence or effects of illegal drugs or alcohol;
- Consume alcohol at the College or at a College event in the presence of children or young people without the permission of the College Principal.

Failure to comply with this Code of Conduct

Where a staff member (teaching or non-teaching), casual relief staff, student on placement, volunteer, contractor or Council Member is suspected of breaching any obligation, duty or responsibility within this policy, Mount Ridley P-12 College will investigate the allegation. Anyone found in breach of this Code of Conduct may face disciplinary action. Serious breaches may result in a summary dismissal and/or criminal charges.

Acknowledgement

I have read and understood this Code of Conduct and agree to abide by it at all times.

Name (print): _____

Signature: _____

Date: _____

College Principal (Child Safety Officer): _____

Signature: _____

Date: _____