



Safeguarding Children and Young People Code of Conduct

ST MARY'S Primary School, Thornbury 26/07/2016

PURPOSE

This Code of Conduct has a specific focus on safeguarding children and young people at St Mary's Parish School, Thornbury 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 members of the parent body at St Mary's 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 (as outlined in the ministerial order 870) and expectations for appropriate behaviour towards and in the company of children, as noted below.

ACCEPTABLE BEHAVIOURS

All staff, volunteers, contractors, clergy and members of the parent body are responsible for supporting the safety of children by:

- Adhering to the school's Child Safe Policy ([link](#)) and upholding the school's Statement of Commitment ([link](#)) to child safety at all times.
- Taking all reasonable steps to protect children from all forms of abuse. Treating everyone in the school community with respect. (E.g. modeling 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, particularly if they are telling you that they or another child has been abused or that they are worried about their own safety or 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).
- Understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958.
- Reporting to the Victorian Institute of Teaching 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.
- Ensuring as far as practicable that adults are not alone with children
- Notifying Parents/ carers if a child has soiled themselves, unless the child can provide personal care for themselves.



- Adults need to dress professionally/appropriately at all times.(refer to staff expectation made by the leadership team)

UNACCEPTABLE BEHAVIOURS

All staff, volunteers, contractors, school board, and clergy 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. (Eg. expletives)
- Express personal views on cultures, race or sexuality in the presence of children (including verbal and physical gestures as means of communication)
- Discriminate against any child, including race, culture, vulnerability, sexuality, ethnicity or disability and age and gender where appropriate.
- Have any online contact with a child that attends St Mary's (including by social media, email, instant messaging etc.) or their family (unless necessary e.g. 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 to communicate with a child.
- 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 unless this is for the purpose of sharing learning with parents.
- Work with children whilst under the influence of alcohol or illegal drugs. Consume/take drugs or alcohol at school or at school events in the presence of children(with the blood alcohol content not exceeded the legal limit).
- Consume/take drugs or alcohol at external school events eg. school camps/excursion.
- Video or photograph a child without the consent of the parent/ guardian

I, _____, confirm I have been provided with a copy of the above Code of Conduct.

Signed: _____

Date: _____