

Child Safety Code of Conduct updated 2020

Rationale:

Central to the vision of St. Mary of the Cross MacKillop Catholic Parish Primary (SMCM) 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.

Implementation:

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

All staff, Allied Health Professionals, volunteers, contractors, clergy and School Advisory Council members at SMCM 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.

Please read and tick:

Acceptable Behaviours

All staff, Allied Health professionals, volunteers, contractors, clergy and School Advisory Council members in the SMCM School Environment are responsible for supporting the safety of children by:

- Adhering to the [SMCM Child Safety Policy](#) and uphold the [CECV Statement of Commitment](#) to child safety at all times
- Taking all reasonable steps to protect children from abuse
- Treating everyone in the school environment with respect (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, particularly if they are telling you that they or another child have 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 (eg, 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 (eg, by having a zero tolerance policy towards discrimination)
- Promoting the safety, participation and empowerment of vulnerable younger children and children with a disability (eg, during personal care activities)
- Ensuring as far as practicable that adults are not alone with a child
- Reporting any allegations of child abuse to the Principal
- Complying with all reporting obligations as they relate to mandatory reporting and reporting under the [Crimes Act 1958 \(Vic.\)](#)
- Reporting any child safety concerns to the school's leadership
- If an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe.

Unacceptable Behaviours

All staff, volunteers, contractors, clergy and School Advisory 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 (eg, the offering of gifts or special treatment for specific children)
- Exhibit behaviours with children which may be construed as unnecessarily physical (eg, inappropriate sitting on laps)
- Put children at risk of abuse (eg, by locking doors)
- 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 (eg, personal social activities)
- Use inappropriate language in the presence of children
- Express personal views on cultures, race or sexuality in the presence of children
- Discriminate against any child, including because of age, gender, race, culture, vulnerability, sexuality or disability
- Have contact with a child or their family outside of school without the school's leadership knowledge and/or consent. (eg, unauthorised after-hours tutoring, private instrumental/other lessons or sport coaching); accidental contact, such as seeing people in the street, is appropriate
- Have any online contact with a child (including by social media, email, instant messaging etc.) or their family (unless necessary eg. by providing families with newsletters, or assisting students with their school work, homegroup blogs and Online Learning Logs communication)
- 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 with a child for personal reasons
- Photograph or video a child without the consent of the parent or guardians
- Work with children while under the influence of alcohol or illegal drugs
- Consume illegal drugs at school or at school events in the presence of children
- Consume alcohol at school or at school events unless it is a designated time and event at the discretion of the Parish Priest or Principal

(Adapted from Source: VRQA)

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

Signed: _____

Date: _____