



# Child Safety

## Safeguarding Children and Young People CODE OF CONDUCT

August 2016

The Simonds Catholic College community, united in faith, inspires young men to become active, global citizens. Guided by Gospel values, we provide a safe and supportive learning environment in which each student is individually known. We challenge our students to become courageous, resilient and hope filled. We are committed to the safety of every child within our College Community.

As a Catholic College, Simonds Catholic College recognizes that the Gospel values of love, compassion, reconciliation and justice foster an environment that ensures all member of the community – especially students – are safe at all times. This is particularly relevant to the most vulnerable children, including those from culturally and/or linguistically diverse backgrounds, and children with a disability.

### Purpose

This Code of Conduct has a specific focus on safeguarding students at Simonds Catholic College against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement child protection legislation, College policies/procedures and professional standards, codes or ethics as these apply to staff and personnel.

All staff, volunteers, contractors, clergy and Board members at Simonds Catholic College 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 students, as noted below.

# Statement of Policy

## Acceptable Behaviours

All staff, volunteers, contractors, clergy and Board members are responsible for supporting the safety of students by:

- adhering to the College's Child Protection – Reporting Obligations Policy and upholding the Catholic Education Commission of Victoria statement of commitment to child safety at all times;
- taking all reasonable steps to protect students from abuse;
- treating everyone in the College community 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 students, particularly if they are telling you that they or another student have been abused or that they are worried about their safety/the safety of another student;
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students (for example, by never questioning an Aboriginal and Torres Strait Islander student's self-identification);
- promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance policy towards discrimination);
- promoting the safety, participation and empowerment of students with a disability (for example, during personal care activities);
- ensuring as far as practicable that adults are not alone with a student;
- reporting any allegations of child abuse to the College's Leadership Team;
- understanding and 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 College's Leadership Team;
- if an allegation of child abuse is made, ensuring as quickly as possible that the student(s) are safe.

## Unacceptable Behaviours

Staff and volunteers must not:

- ignore or disregard any suspected or disclosed child abuse;
- develop any 'special' relationships with students that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students);
- exhibit behaviours with students which may be construed as unnecessarily physical (for example, inappropriate sitting on laps);
- put students at risk of abuse (for example, by locking doors);
- initiate unnecessary physical contact with students or 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 (for example, personal social activities);
- use inappropriate language in the presence of students;
- express personal views on cultures, race or sexuality in the presence of students;

- discriminate against any student because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability;
- have contact with a student or their family outside of school without the College's Leadership Team's knowledge and/or consent (for example, 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 student (including by social media, email, instant messaging etc.) or the family (unless necessary e.g. by providing families with 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 student without the consent of the parent or guardians;
- work with students while under the influence of alcohol or illegal drugs;
- consume alcohol or drugs at school or at school events in the presence of students.

**Associated Documents:**

- Child Protection - Reporting Obligations Policy
- Child Safe Policy
- CECV Commitment Statement to Child Safety

## Agreement

As a member of the Simonds Catholic College Community who has a responsibility under law for safeguarding students at Simonds Catholic College against sexual, physical, psychological and emotional abuse or neglect, I confirm that I have read this *Child Safety Code of Conduct* and have also familiarized myself with the school's *Child Safety Policy and Child Protection – Reporting Obligations*, included in this dossier.

I agree to abide by the Simonds Catholic College Child Safety Code of Conduct outlined above and confirm that I understand my obligations and responsibilities with regard to Child Safety under the current legislation.

Name: \_\_\_\_\_

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Signature