



Safeguarding Children and Young People Code of Conduct

VISION STATEMENT

Giving witness to the charism of Saint Mary of the Cross MacKillop, St Joseph's Catholic School is a welcoming, supportive community, respectful of the dignity of every person. We strive to build a learning community where all experience a sense of belonging so that each person can work towards developing their potential with confidence.

We believe St Joseph's to be a place where:

- Jesus Christ and his teaching is central to all that we do, leading everyone in our community to know and experience the love of God.
- Education is valued by all members of our community, bringing about an enthusiasm for on-going learning and a sense of pride.
- There is an active partnership between school, families, parish and wider community, and everyone is encouraged to reach out to others both locally and globally.

"Where Learning and Friendship Grow"

PURPOSE

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

All staff, volunteers, contractors and clergy at St Joseph's Catholic Primary School 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.

ACCEPTABLE BEHAVIOURS

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

- Adhering to St Joseph's Primary School's child-safe policy and upholding the school's statement of commitment to child safety at all times
- Taking all reasonable steps to protect children from abuse
- Reporting any allegations of abuse to the school's leadership
- Treating everyone in the school community with respect, modelling positive and respectful relationships that promote a safe educational 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 or the safety of another child
- Ensuring all staff are up to date with relevant training; i.e. First Aid, Mandatory Reporting expectations, Occupational Health and Safety Requirements.
- Maintaining zero tolerance towards bullying, discrimination and inappropriate behaviour
- Promoting a culture of safety, participation and empowerment of children with culturally diverse backgrounds including Aboriginal and Torres Strait Islander children
- Promoting the safety, participation and empowerment of children with a disability



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- Notifying the principal of involvement in community, sporting and interest groups where families or students may be present
- Ensuring as far as practicable, that adults are not alone, in isolation, with a child
- Understanding and complying with all reporting obligations as they relate to mandatory reporting under the *Crimes Act 1958 (Vic.)*
- Ensuring as quickly as possible that the child(ren) are safe if an allegation of child abuse is made.

All members of the St Joseph's School Community are required to adhere to the regularly revised school rules and expectations.

UNACCEPTABLE BEHAVIOURS

All staff, volunteers, contractors and clergy must not:

- Ignore or disregard any suspected or disclosed child abuse
- Develop any 'special' relationship 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
- Put children at risk of abuse (e.g. 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
- 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, ethnicity or disability
- Have any online contact with a child (including social media, email, instant messaging, etc.)
- Have any social media contact with a child (e.g. Facebook)
- Participate in social media conversations that may be detrimental to children, families or the school
- Photograph or video a child without the consent of the parent or guardians
- Work with children while under influence of alcohol or illegal drugs
- Consume alcohol or drugs at school or at school events in the presence of children

I, _____, confirm I have read and will adhere to the above Code of Conduct.

Signed: _____ Date: _____