



Catholic College Sale

Safeguarding Children and Young People Code of Conduct

(Ratified 24th February 2020)

College Vision

As a member of Catholic College Sale Marist-Sion family:

I am strong of mind, gentle of heart and loved by God. Inspired by the life and message of Jesus and the example of Mary, I live with courage, simplicity and hope. I belong to a faith and learning community where I am known, cared for and valued. I will live this by welcoming and accepting the diversity in others, building relationships and making a difference in a complete and changing world. I will be open to learning opportunities that will enrich and enhance my personal journey. I will value and care for the environment, serve the marginalised and positively contribute to my community. I strive to be genuine, honest and will embrace the challenge of achieving my full potential.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at Catholic College Sale 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 board members at Catholic College Sale 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.

Child Protection Code of Conduct

A Child Protection Code of Conduct lists behaviours that are acceptable and those that are unacceptable. It provides a high-level statement of professional boundaries, ethical behaviour and acceptable and unacceptable relationships. For more detailed guidance refer to the College's Staff and Student Professional Boundaries policy.

When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children. When everyone is educated about the Code of Conduct and the reasons it is so important to uphold, the College's environment becomes much more transparent and people are accountable for their behaviour. Above all, a Child Protection Code of Conduct helps to protect children from harm.

The Child Protection Code of Conduct applies to:

All staff members, including non-teaching staff and temporary or casual staff;

- Volunteers;
- Students;
- Parents and carers;
- Third Party Contractors;
- External Education Providers;
- Members of the College Advisory Board;
- Teaching students on placement at the College;
- Visitors;

The Child Protection Code of Conduct set out below is designed to stand alone. It can also be incorporated in whole or part into broader codes of conduct that are developed within the College, including other professional or occupational codes of conduct that regulate particular staff at the College.

This Code is made available to all staff, Volunteers, families and students via our public website.

Our Child Protection Code of Conduct

This Child Protection Code of Conduct outlines appropriate standards of behaviour for all adults towards students. The Code serves to protect students, reduce any opportunities for abuse or harm to occur, and promote child safety in the College environment. It provides guidance on how to best support students and how to avoid or better manage difficult situations. Where a staff member breaches the Code, the College may take disciplinary action, including in the case of serious breaches, summary dismissal. The College revises the Code annually.

The Catholic College Sale has the following expectations of behaviours and boundaries for all adults interacting with students within our College community. This includes all teaching staff, non-teaching staff, the College Advisory Board, Volunteers, Third Party Contractors, External Education Providers and parents/carers.

DO:

- Behave as a positive role model to students;
- Promote the safety, welfare and wellbeing of students;
- Be vigilant and proactive with regard to student safety and child protection issues;
- Provide age appropriate supervision for students;
- Comply with guidelines published by the Catholic College Sale, with respect to child protection;
- Treat all students with respect;
- Promote the safety, participation and empowerment of students with a disability;
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse students;
- Use positive and affirming language towards students;
- Encourage students to 'have a say' and participate, and then listen to them with respect;
- Respect cultural, religious and political differences;
- Help provide an open, safe and supportive environment for all students to interact, and socialise.
- Intervene when students are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way;
- Report any breaches of this Child Protection Code of Conduct;
- Report concerns about child safety to one of the College's Child Protection Officers and ensure that your legal obligations to report allegations externally are met;
- Where an allegation of child abuse is made, ensure as quickly as possible that the student involved is safe;
- Respect the privacy of students and their families and only disclose information to people who have a need to know;

DO NOT:

- Engage in any form of inappropriate behaviour towards students or expose students to such behaviour
- Use prejudice, oppressive behaviour or inappropriate language with students;
- Express personal views on cultures, race or sexuality in the presence of students or discriminate against any student based on culture, race, ethnicity or disability;
- Engage in open discussions of an adult nature in the presence of students;
- Engage in any form of sexual conduct with a student including making sexually suggestive comments and sharing sexually suggestive material;
- Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a student can do for themselves, such as toileting or changing clothes;
- Engage in any form of physical violence towards a student including inappropriately rough physical play;
- Use physical means or corporal punishment to discipline or control a student;
- Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm;
- Develop 'special' relationships with students that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students);
- Engage in undisclosed private meetings with a student that is not your own child;
- Engage in meetings with a child that is not your own, outside of school hours and without permission from the College and the child's parent;
- Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student;
- Take or publish (including online) photos, movies or recordings of a student without parental/carer consent;
- Post online any information about a student that may identify them such as their: full name; age; e-mail address; telephone number; residence; school; or details of a club or group they attend;
- Ignore or disregard any suspected or disclosed child abuse;

Our Child Protection Program includes a Staff and Student Professional Boundaries policy that provides detailed guidance for all adults at the College on how to maintain professional boundaries between students and adults at Catholic College Sale.

Report any concerns

The Program also includes information for Members of the College Advisory Board, staff, Direct Contact Volunteers and Direct Contact Contractors as to how to identify key risk indicators of child abuse and how to report child abuse concerns to one of our College's nominated Child Protection Officers.

It also contains detailed procedures with respect to the reporting of child abuse incidents to relevant authorities.

Indirect third party contractors, External Education Providers, Indirect Contact Volunteers, students, parents/carers or other community members who have concerns that a child may be subject to abuse are asked to contact one of the College's Child Protection Officers.

Communications will be treated confidentially on a 'need to know basis'.

Breach of the Code of Conduct

Where a staff member breaches the Child Safe Code of Conduct Catholic College Sale will take disciplinary action, including in the case of serious breaches, summary dismissal.

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

Signed: _____ Date: ____ / ____ / ____