



St Brendan's Child Safe Schools Code of Conduct

'St Brendan's School Community promotes the safety, wellbeing and inclusion of all children in accordance with Ministerial Order No. 870.'

St Brendan's is an inclusive community of learners, "United in God".

PURPOSE

This Code of Conduct has a specific focus on safeguarding children and young people at St Brendan's 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 St Brendan'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 and expectations for appropriate behaviour towards and in the company of children, as noted below.

Some simple principles should guide all adult's behaviour when undertaking child-connected work such as:

- the adult/child relationship should be professional at all times
- an adult's response to a child's behaviour or circumstance should be commensurate with the child's age and vulnerability and the adult's responsibility for the care, safety and welfare of the child
- an adult should not be alone with a child unless there is line of sight to other adults
- an adult should not initiate or seek physical contact or contact with children outside school.

ACCEPTABLE BEHAVIOURS

All staff, volunteers, pre service teachers, contractors, clergy and board members are responsible for supporting the safety of children by:

- adhering to the 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
- respecting everyone in the school community by modelling positive and respectful relationships by acting in a manner, that sustains a safe, educational and pastoral environment
- listening, responding and reporting 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 safety/the safety of another child
- promoting the cultural of 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, religious and/or linguistically diverse backgrounds by having a zero tolerance of discrimination.
- promoting the safety, participation and empowerment of children with a disability across all areas of their learning

- ensuring as far as practicable that adults are not alone with a child unless this is consistent with their school role and responsibility
- reporting any allegations of child abuse to the school's leadership
- understanding and complying with all reporting obligations as they relate to Mandatory Reporting and reporting under the Crimes Act 1958
- reporting any child safety concerns to the school's leadership
- if an allegation of child abuse is made, to follow the relevant school procedures for reporting allegations or mandatory reporting requirements.
- 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.

Teachers and School Administration Staff:

- may have contact with a child or their family using their school email address or school bag application for the sole purpose of assisting children with their educational outcomes
- use personal devices (eg: mobile) when necessary to communicate with a student's family provided the mobile phone number is blocked
- use personal device for the purpose of capturing multi modal records, provided that school leadership team is informed and all data is removed as soon as practicable.

UNACCEPTABLE BEHAVIOURS

All staff, volunteers, pre service teachers, contractors, clergy and board/school council members must not:

- ignore or disregard any suspected or disclosed child abuse, neglect, harm
- develop any 'special' relationships with children that could be seen as favouritism
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps)
- put children at risk of abuse, neglect, harm
- initiate unnecessary physical contact with children or do things of a personal nature that a child can do for themselves, such as showering, 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, religion, vulnerability, sexuality, ethnicity or disability
- have contact with a child or their family outside of school without the school leadership and/or principal's knowledge. Accidental contact, such as seeing people in the street, is appropriate.
- have any online contact with a child or their family through social media, instant messaging etc.
- 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
- work with children whilst under the influence of alcohol or illegal drugs
- consume alcohol or drugs at school or at school events in the presence of children (Fun Day, St Brendan's Day, Working Bee).

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

Signed: _____

Date: _____