



Safeguarding Children and Young People Code of Conduct

2020

At Christ Our Holy Redeemer Parish School, we aim to create and continue to build a safe, nurturing, inclusive school based on acceptance and respect for all and strong Gospel values.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at Christ Our Holy Redeemer 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, clergy and board/school council members at Christ Our Holy Redeemer 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 members, (teaching & non-teaching), clergy, casual relief staff, volunteers, contractors and board/school council members are responsible for supporting the safety of children by complying with the following 'acceptable behaviours':

- 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
- treating everyone in the school community with respect
- listening and responding to the views and concerns of students, 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 safety, participation and empowerment of all students, including those from diverse backgrounds
- taking account of the diversity of all students, including (but not limited to) the needs of Aboriginal students, students from culturally and/or linguistically diverse backgrounds, students with disabilities and students and young people who are vulnerable
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- ensuring as far as practicable that adults are not alone with a student

- reporting all child safety complaints, suspected abuse, disclosures or breaches of the Child Safety Code of Conduct immediately to the Principal and/or the School's Child Safety Officer immediately
- 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 (or child safety officer if the school has appointed someone to this role)
- if an allegation of child abuse is made, ensuring as quickly as possible that the student(s) or young person(s) are safe

Unacceptable behaviours

All staff members, (teaching & non-teaching), clergy, casual relief staff, volunteers, contractors and board/school 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 (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps)
- 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
- Exchange personal contact details such as phone numbers, social networking sites or email addresses with students or young people.
- Have unauthorised contact with students or young people 'on line' via email, social networking sites, by text message or other means.
- Display any behaviour, in person or 'on-line', which could be construed as inappropriate or disrespectful to those who may view it, in particular students, young people and those from Aboriginal and diverse cultural backgrounds .
- Maintain relationships with a student or young person and their families outside of school without the knowledge of the Principal, a member of the Leadership Team or Child Safety Officer.
- Use inappropriate language in the presence of students.
- Use prejudice, oppressive behaviour or language in the presence of or with children.
- Express personal views on cultures, race, ethnicity, sexuality or disabilities in the presence of students.
- Discriminate against any student because of culture, race, ethnicity or disability.
- Attend work under the influence or effects of illegal drugs or alcohol.
- Consume alcohol without the consent of the Principal or a member of the Leadership Team at school, at a school event or in the presence of students or young people.
- Photograph or video a student or young person without the consent of their parents or guardian.

Failure to Comply With This Code of Conduct

Where a staff member (teaching & non-teaching), clergy, casual relief staff, volunteers, contractors and board/school council is suspected of breaching any obligation, duty or responsibility within this Policy, Christ Our Holy Redeemer Primary School will take disciplinary action, including in the case of serious breaches, summary dismissal.

Acknowledgement

I have read and understood this Code of Conduct and agree to abide by it at all times.

Parent 1

Parent 2

Name:	Name:
Signature:	Signature:
Date:	Date:

COHR Staff /CRTs

Contractors

Name:	Name:
Signature:	Signature:
Date:	Date:

Principal / Child Safety Officer Name:
Signature:
Date:

Definitions

A full list of definitions for Ministerial Order No. 870 is available at www.vrqa.vic.gov.au/childsafes.

Child abuse includes—

- any act committed against a child involving—a sexual offence or an offence under section 49B(2) of the Crimes Act 1958 (grooming)
- the infliction, on a child, of physical violence or serious emotional or psychological harm
- serious neglect of a child.

Child-connected work means work authorised by the school governing authority and performed by an adult in a school environment while children are present or reasonably expected to be present.

Child safety encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.

School environment means any physical or virtual place made available or authorised by the school governing authority for use by a child during or outside school hours, including:

- a campus of the school
- online school environments (including email and intranet systems)
- other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, and other events).

School staff means:

- in a government school, an individual working in a school environment who is:
 - employed under Part 2.4 of the Education and Training Reform Act 2006 (ETR Act) in the government teaching service or
 - employed under a contract of service by the council of the school under Part 2.3 of the ETR Act or
 - a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary).
- in a non-government school, an individual working in a school environment who is:
 - directly engaged or employed by a school governing authority
 - a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary)
 - a minister of religion¹.
- school governing authority means:
 - the proprietor of a school, including a person authorised to act for or on behalf of the proprietor; or
 - the governing body for a school (however described), as authorised by the proprietor of a school or the ETR Act; or
 - the principal, as authorised by the proprietor of a school, the school governing body, or the ETR Act

¹ **minister of religion** has the same meaning as in the *Working with Children Act 2005*.