

"The whole of life
belongs to God."



St Columba's School

Engaging • Inspiring • Empowering

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Safeguarding Children and Young People Code of Conduct

(volunteers, contractors, SAC members)

Central to the mission of St Columba's School is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at St Columba's 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 School Advisory Council members at St Columba's 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 volunteers, contractors and School Advisory Council 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
- treating everyone in the school 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 children, particularly if they are telling you that they or another child have been abused or that they are worried about their safety/the safety of another child
- promoting the cultural 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 and/or linguistically diverse backgrounds (for example, by having a zero tolerance policy towards discrimination)
- 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 child unless consistent with their school role and responsibilities
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic.)
- reporting any allegations of child abuse or child safety concerns to the school's leadership

Unacceptable Behaviours

All volunteers, contractors and School Advisory 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)
 - put children at risk of abuse (for example, 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
 - initiate or respond to any online contact with an individual student without parental consent
 - exchange personal contact details with students
 - photograph or video a child without the consent of the parent or guardians
 - work with children while under the influence of alcohol or illegal drugs
 - consume alcohol or illegal drugs at school or at school events in the presence of children
- (Adapted from Source: VRQA)

<p>VRQA Child Safe Standards</p>
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Developed:	May 2016
Ratified:	July 2016
To be reviewed:	2018

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

Signed: _____ Date: _____