



## Child Safety Code of Conduct

St Michael's Grammar School is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supporting, caring, compassionate and enriching environment, which respects and fosters the dignity and self-esteem of children and young people, and enables them to flourish in their learning and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage potentially compromising behaviours and situations. It is intended to complement child protection legislation, government policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Head of the School and staff leadership of St Michael's Grammar School will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive and safe learning environments. The Head of the School and school leaders of St Michael's Grammar School will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the School community involved in child related work are required to understand and comply with the Code of Conduct and all other regulations and laws regarding Child safety, including by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations or interactions with the School's students, including school camps and in the use of digital technology and social media.

### Acceptable behaviours

As staff, volunteers, contractors, and any other member of the School community involved in child related work individually, we are responsible for supporting and promoting the safety of children by:

- Upholding School policies related to Child Safety.
- Treating students and families in the school community with respect both within the school environment and outside the school environment as part of normal social and community activities.
- 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 a culture of safety, participation and empowerment of Aboriginal and Torres Strait Islander students.
- Promoting a cultural of safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds.
- Promoting the safety, participation and empowerment of students with a disability.
- Reporting any allegations of child abuse or other child safety concerns to the School's Executive or Child Safety Officer (Risk and Compliance Manager).
- Understanding and complying with all reporting and disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- If child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

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<b>Approved By:</b> Legal, School Executive and Board of Directors	<b>Next Review:</b> December 2020	<b>Prepared By:</b> Risk & Compliance Officer <b>Policy Area:</b> Risk & Compliance

## Unacceptable behaviours

As staff, volunteers, contractors, and any other member of the School community involved in child related work we must not:

- Ignore or disregard any concerns, suspicions or disclosures of child abuse.
- Develop a relationship with any student that could be seen as or amount to 'grooming' behaviour (for example, offering gifts).
- Exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context.
- Ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate.
- Discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting.
- Treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality, religion or ethnicity.
- Communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances and/or related to school work or extra-curricular activities or where there is a safety concern or other urgent matter.
- Photograph or video a child in a school environment except in accordance with school policy when delivering the education curriculum, pastoral care or where required for therapeutic settings or duty of care purposes.
- In the school environment or at other school events where students are present, consume alcohol, unless it is a school approved event, or take illicit drugs under any circumstances.
- Fail to understand their obligations with respect to child safety.
- Fail to proactively ensure this Code is maintained throughout the School's activities.

Teachers are also required to abide by the principles relating to relationships with students as set out in the Victorian Teaching Profession Code of Conduct published by the Victorian Institute of Teaching.

*This Code of Conduct was endorsed/approved by the Board of Directors of St Michael's Grammar School on 15 February 2019. The Code of Conduct is subject for review, if legislative or other changes require in the interim, or by no later than December 2020.*

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to the St Michael's Grammar School Child Safety Officer or the School Executive.

**If you believe a child is at immediate risk of abuse, telephone 000**

I agree to adhere to this Code of Conduct:

**Signature**

**Date**

**Print Name**

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