CHILD SAFE CODE OF CONDUCT

## **Vision**

We provide more than just an education to prepare students for success in an ever changing world.

## **Mission**

To education and guide intelligence and character in order to live creatively, ethically and productively.

## **PURPOSE**

Our Child Safety Code of Conduct sets out the expected behaviour of adults with children and young people in our school.

All Saltwater P-9 College staff, volunteers, contractors, service providers, school council members and any other adult involved in child-connected work must follow the Child Safety Code of Conduct.

The Child Safety Code of Conduct applies to all physical and online environments used by students. It also applies during or outside of school hours and in other locations provided by the school for student use (for example, a school camp).

**Code of Conduct**

Saltwater College 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, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive 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 risky behaviours and situations. It is intended to complement child protection legislation, Department policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal and school leaders of Saltwater College will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The Principal and school leaders Saltwater College 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 comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, 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 our saltwater P-9 College’s commitment to child safety at all times and adhering to our Child Safety and Wellbeing Policy
* 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 the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students.
* promoting the cultural 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 **Rachael Robinson and/or Victoria O Leary**
* understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our child safety responding and reporting policy and procedures <https://saltwatercollege.vic.edu.au/health-and-wellbeing/> and the [PROTECT Four Critical Actions](https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_ChildAbuse.pdf).
* if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

**Unacceptable behaviours**

As Saltwater P-9 College 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 favouritism 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 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, 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 or where required for duty of care purposes.
* in the school environment or at other school events where students are present, consume alcohol contrary to school policy or take illicit drugs under any circumstances.

**BREACHES TO THE CHILD SAFETY CODE OF CONDUCT**

All Saltwater P-9 College staff, volunteers, contractors and any other member of the school community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial instrument, professional code or terms of engagement.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the Department of Education and Training Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Saltwater P-9 College Child Safety Code of Conduct must be reported to the Principal (Jackie Daniali) and Assistant Principals (Michael Nicolaides, Ryan Ma, Joe Doyle, Matt Hart, Sara O Connor and Mark McInerney)

If the breach or suspected breach relates to the principal, contact Assistant Principal Michael Nicolaides

**Review cycle**

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| --- | --- |
| Created date | 30.05.2022 |
| Consultation | Student Representative Groups  Parent Representative Group  School Council  Principal  Staff |
| Endorsed by |  |
| Endorsed on |  |
| Next review date | 30.05.2024 |