



## Child Safety Code of Conduct 2020

### Safeguarding Children and Young People

**(inclusive of Online learning options stemming from COVID-19)**

#### Code of Conduct St Anthony's School, Glen Huntly

*Central to the mission of St Anthony'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 Anthony's School against behaviour inclusive of online behaviour which places them at risk. This code of conduct also provides protection to staff to ensure that they maintain professional relationships at all times inclusive of an online environment.

This Code of Conduct has a specific focus on safeguarding children and young people at St Anthony's School against sexual, physical, psychological and emotional abuse or neglect and is inclusive of online learning environments. It is intended to complement child protection legislation, school policies/procedures and professional standards, codes or ethics as these apply to staff and personnel.

All staff, volunteers, contractors, clergy and board/school council members at St Anthony'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 (inclusive of online behaviour) towards and in the company of children, as noted below.

#### Acceptable behaviours

All staff, volunteers, contractors, clergy and board/school council members are responsible for supporting the safety of children in all environments including an online learning environment by:

- Adhering to the school's child-safe policy and upholding the school's statement of commitment to child safety at all times including in an online environment.
- 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, this includes in an online environment.
- Reporting any allegations of child abuse to the school's leadership (or child safety officer if the school has appointed someone to this role)
- Understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic.)
- 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 child(ren) are safe.

#### **Unacceptable behaviours Staff and volunteers 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) or preferential access to staff time in an online learning environment)
- 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) or interacting with students in an unsupervised or one to one online live environment)
- 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 (for example, personal social activities) or online activities
- Use inappropriate language (including inappropriate online language) in the presence of children
- Express personal views on cultures, race or sexuality in the presence (face to face or online) of children
- Discriminate against any child, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- Without a valid context have contact with a child or their family outside of school (face to face or virtual) without the school's leadership or child safety officer's (if the school has appointed someone to this role) knowledge and/or consent or the school governing authority's approval (for example, unauthorised after-hours tutoring, private instrumental/other lessons or sport coaching); accidental contact, such as seeing people in the street, is appropriate
- Without a valid context have any online contact with a child (including by social media, email, instant messaging etc.) unless via a school approved online learning system for the

purpose of learning or their family (unless necessary e.g. by providing families with newsletters or assisting students with their school work)

- Use any personal communication channels/device such as a personal email account
- 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 (other than the recording for the purpose of online learning systems which are to be stored on a school approved platform or school owned server, which should be communicated to parents)
- Work with children while under the influence of alcohol or illegal drugs (face to face or online)
- Consume alcohol or drugs at school or at school events in the presence of children ((face to face or online)

### **FAILURE TO COMPLY WITH THIS CODE OF CONDUCT**

Where a staff member (teaching / non-teaching) clergy, casual relief staff or contractor is suspected of breaching any obligation, duty or responsibility within this Policy, St Anthony's School will take disciplinary action, including in the case of serious breaches, summary dismissal

### **ACKNOWLEDGMENT**

I have read and understood the Code of Conduct and agree to abide at all times.

Name:
Signature:
Date:

Principal / Child Safe Office Name
Signature:
Date: