



Safeguarding Children and Young People *Code of Conduct*

Vision Statement

At St Joseph's Primary School, we envisage a welcoming, inclusive and safe school community where the experience of a loving God, the Catholic faith, and supportive relationships are at the heart of our identity; and where the environment is creative, relevant, engaging and challenges individual's potential and development.

At St Joseph's:

We are called to serve the children of St Joseph's Parish and the wider community of Korumburra.

We are committed to the evangelizing mission of the Parish and to the spiritual tradition of the Sisters of the Good Samaritan.

The school endeavours to receive each person as Christ: with the same warmth, care, dignity and attention.

We believe in providing a welcome, friendly and safe environment where everyone is respected and treated fairly and justly.

We believe in acknowledging the vital role of parents in the education of their children.

We believe in building on the partnership that exists between school families, parish and the wider community.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at **St Joseph's Primary 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 **St Joseph's Primary 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.

Principles for adult behaviour at St Joseph's Primary School

The adult/student relationship should be professional at all times

- An adults response to a student's behaviour or circumstances should be commensurate with the age and vulnerability of the student and the adult's responsibility for the care, safety and welfare of the child
- An adult should not be alone with a student unless there is a line of sight to other adults
- An adult should not initiate or seek physical contact or contact with students outside school.

Acceptable behaviours

All staff, volunteers, contractors, clergy and board members are responsible for supporting the safety of children by:

- Adhering to the St Joseph's Child Safe Policy and protocols, upholding the school's commitment to child safety at all times.
- Taking all reasonable steps to protect students from abuse
- Treating everyone in the school with respect and impartiality
- Listening and responding to the views and concerns of students, particularly when alluding to abuse or safety for themselves or another students
- 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 cultural safety, participation and empowerment of students with a disability
- Ensuring as far as practicable that adults are not alone with a student
- Reporting any allegations or concerns of child abuse and child safety to the principal or school's leadership team in the absence of the principal
- Understanding and complying with all reporting obligations including Mandatory Reporting
- If an allegation has been made, ensuring as quickly as possible that the student is safe
- Reporting to the appropriate authority (e.g. VIT) committals, convictions or allegations relating to a child safety matter
- Ensuring that they have a current Working With Children's Check or Police Check whilst working with students or working as a contractor within the school grounds

Unacceptable behaviours

All staff, volunteers, contractors, clergy and board members must not:

- Ignore or disregard any suspected or disclosed child abuse
- Exhibit behaviours with students which may be construed as unnecessary
- Put students at risk of abuse
- Initiate unnecessary physical contact with students or do things of a personal nature that a student can do for themselves (e.g. remove articles of clothing)
- Engage in open discussions of an adult nature in the presence of students
- Use inappropriate language in the presence of students
- Express personal views on culture, race or sexuality in the presence of students
- (Specifically staff and clergy), have contact with a child outside of school without consent from parents/guardians and knowledge of the principal or leadership team (e.g. tutoring, sports coach, music lessons)
- Have online contact (social media, personal email addresses, personal contact details) with a student unless related to a specific school or class purpose (e.g. Edmodo, school email ...)
- Photograph or video a student without consent of parents/guardians
- Work with students whilst under the influence of alcohol
- Consume alcohol at school or school events in the presence of students
- Work with students or be present at school or school events whilst under the influence of illicit drugs.