



CATHEDRAL COLLEGE WANGARATTA
A school of The Anglican Schools Commission (Inc.)

Child Safety Code of Conduct July 2016

Our Child Safety Code of Conduct

Cathedral College Wangaratta 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 Cathedral College Wangaratta 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 of Cathedral College Wangaratta 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.

The Code is made available to all staff, volunteers, families and students.

This Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards students. The Code serves to protect students, reduce any opportunities for abuse or harm to occur, and promote child safety in the school environment. It provides guidance on how to best support students and how to avoid or better manage difficult situations.

Where a staff member breaches the Code, Cathedral College Wangaratta may take disciplinary action, including in the case of serious breaches, summary dismissal. The school reviews the Code annually and it is due for review in July 2017. Cathedral College Wangaratta has the following expectations of behaviours and boundaries for all adults interacting with students within our School community. This includes all teaching staff, non-teaching staff, School Council members, volunteers (direct and indirect), third party contractors, external education providers and parents/guardians.

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 the school's statement of commitment to child safety at all times and adhering to the school's Child Safe Policy
- taking all reasonable steps to protect children from abuse
- 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 the school's leadership as per the procedures contained in the school's Child Safe Policy

- understanding and complying with all reporting or disclosure obligations (including mandatory reporting, failure to protect, failure to disclose) 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 by working with the relevant authorities and acting on their specialist advice

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 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 (e.g inappropriate sitting on laps, initiating unnecessary physical contact)
- put children at risk of abuse (for e.g by locking doors)
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- engage in open discussions of an inappropriate 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
- 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
- have personal contact with a child or their family outside of school without the school's leadership knowledge and/or consent (e.g. unauthorised after hours tutoring). Other contact that would be considered normal societal engagement is allowed (e.g sporting clubs, interest groups).

- 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.

Our Child Protection Officers may be contacted via the Main School Reception in person or by calling (03) 5722 2144. Communications will be treated confidentially on a 'need to know basis' and all Personal Information will be dealt with in accordance with the School's Privacy Policy.

Whenever there are concerns that a child is in immediate danger, the Police should be contacted on 000.

This Code of Conduct was endorsed/approved by the School Council on July 30 for review if legislative or other changes require in the interim or no later than December 2018.