



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

Child Safety
Code of Conduct October 2018

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. Any disciplinary action taken will be as per the requirements of the *ASC policy Allegations of Misconduct by Employees in ASC Schools*. The school reviews the Code annually or sooner if there are changes to applicable legislation. 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 ASC Child Safe Policy
- taking all reasonable steps to protect children from abuse
- if a student is alone with an adult this will only be in the normal course of school business and in an environment where the student will be visible to others
- 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 Policies
- 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
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

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 or transporting children alone in a vehicle)
- administer corporal punishment in any circumstance
- 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

- communicate directly with an ex- student through personal or private contact channels (including by social media, email, instant messaging, texting etc.) until a period of three years has elapsed from when they were last an enrolled student
- 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 without prior parental/carer consent 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 Welfare Staff 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.

By Observing these standards you acknowledge your responsibility to immediately report any breach of this code to the Principal.

I agree to adhere to this Code of Conduct:

Name:.....

Signature:.....

Authority: Cathedral College Wangaratta School Council

Responsible Officer: The Principal

Date Introduced: July 2016

Next scheduled review date: October 2019