

CHILD SAFETY CODE OF CONDUCT POLICY

Rationale

The child safe standards require organisations that provide services for children to have a code of conduct that establishes clear expectations for appropriate behaviour with children.

A Code of Conduct is required to ensure appropriate behaviours with children are enforced in the school, to help protect children from abuse.

At East Doncaster Secondary College we have a commitment to **zero tolerance of child abuse**. This is a commitment which is led by our School Council, School Leadership team, all staff and is shared openly and transparently with all members of our school community.

Aim

All staff and volunteers of East Doncaster Secondary College are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

For the purpose of this document child abuse includes-

- a. *any act committed against a child involving-*
 - (i) *a sexual offence; or*
 - (ii) *(ii) an offence under section 498(2) of the Crimes Act 1958 (grooming);*
- b. *the infliction, on a child, of- (i) physical violence; or (ii) serious emotional or psychological harm;*
- c. *serious neglect of a child.*

Child Safety encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse, as outlined in Ministerial Order No. 870

Implementation

All personnel of East Doncaster Secondary College are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to East Doncaster Secondary College Child Safety Policy, Mandatory Reporting Policy, Behaviour Management Policy and Bullying and Harassment Policy at all times, upholding East Doncaster Secondary College's Statement of Commitment to Child Safety.
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- listening and responding to the views and concerns of children, particularly if they are reporting that they or another child has been abused and/or are worried about their safety or the safety of another
- promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal 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 of 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 left alone with a child
- reporting any allegations of child abuse to a member of East Doncaster Secondary College's Principal class and by ensuring any allegation of child abuse is reported to the police or child protection
- reporting any child safety concerns to a member of East Doncaster Secondary College's Principal class
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

Staff and volunteers **must not**:

- develop any 'special' relationships with children that could be seen as favouritism, for example, the offering of gifts or special treatment for specific children
- exhibit behaviours with children which may be construed as unnecessarily physical
- put children at risk of abuse, for example, by locking doors
- 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
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have contact with a child or their family outside of our organisation without a member of East Doncaster Secondary College's Principal class knowledge and/or consent. (Accidental contact, such as seeing people in the street, is appropriate)
- have any non-school related online contact with a child or their family
- ignore or disregard any suspected or disclosed child abuse.

If you believe a child is at immediate risk of abuse phone 000.

By observing these standards all College staff members and volunteers acknowledge their responsibility to immediately report any breach of this code to a member of East Doncaster Secondary College's Principal class.

Evaluation

Reviewed: August 2016

Date of next review: August 2017 or as directed by DET.