

CHILD SAFE CODE OF CONDUCT

East Doncaster Secondary College 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.

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.

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 East Doncaster Secondary College 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 East Doncaster Secondary College will also provide information and support to enable the Code of Conduct to operate effectively.

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

All staff, contractors, volunteers and any other member of the school community 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 College will adhere to legislation and inform the College community about the obligation to meet to “Failure to disclose” and “Failure to protect” procedures. College procedures do not impinge on the responsibilities of staff regarding failing to disclose suspected child abuse or failing to protect a child reporting child abuse.

Acceptable behaviours

All staff, volunteers, contractors, and any other member of the school community involved in child-related work are responsible for supporting and promoting the safety of children by:

- upholding the school's statement of commitment to child safety at all times
- 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
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) 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.

Unacceptable behaviours

Staff, volunteers, contractors, and any other member of the school community involved in child-related work 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
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- 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
- 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.

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.

Further information

Failure to disclose

https://www.justice.vic.gov.au/sites/default/files/embridge_cache/emshare/original/public/2018/07/f0/bbce5bd2b/failure_to_disclose_betrayal_of_trust_factsheet_2017.pdf

Failure to Protect

http://assets.justice.vic.gov.au/justice/resources/0f547d32-a4c4-4e05-9fbf-7415a4b4e3f6/failure_to_protect_betrayal_of_trust_factsheet_2017.pdf

Relevant East Doncaster Secondary College Policies

https://www.eastdonsc.vic.edu.au/our_school/child-safety-standards

<https://www.eastdonsc.vic.edu.au/policy-documents>

Evaluation

Reviewed: March 2019

Date of next review: March 2020 or as directed by DET.

Signed:

School Council President: Stefan Kazakis

Principal: John Roberts