

CHILD SAFETY CODE OF CONDUCT



Central to the mission of Salesian College is an explicit commitment to providing a safe and supportive environment where the emotional, social, intellectual, spiritual and physical wellbeing of our students is a priority.

All students enrolled at the college have the right to feel safe and be safe. The wellbeing of children in our care will always be our priority, and we do not and will not tolerate child abuse. We aim to create a child-safe and child-friendly environment where children are free to enjoy life to the full without any concern for their safety.

CODE STATEMENT

This Code of Conduct has a specific focus on promoting child safety and wellbeing in the school environment and safeguarding children and young people at Salesian College against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and occupational codes.

All college Directors, the Principal and all other staff, volunteers, contractors and clergy at the college are expected to actively contribute to a school culture by respecting the dignity of its members, affirming 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. All Directors, the Principal and all other staff, volunteers, contractors and clergy must sign (annually) and abide by this Code of Conduct.

A Child Safety Code of Conduct lists behaviours that are acceptable and those that are unacceptable. It provides a high-level statement of professional boundaries, ethical behaviour and acceptable and unacceptable relationships.

When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children. When everyone is educated about the Code of Conduct and the reasons it is so important to uphold, the College environment becomes much more transparent and people are accountable for their behaviour. Above all, a Child Safety Code of Conduct helps to protect children from harm.

The Child Safety Code of Conduct set out below is designed to stand alone. It can also be incorporated in whole or part into broader Codes of Conduct that are developed within the College, including other professional or occupational codes of conduct that regulate particular staff at the College. The Code is made available to all staff, volunteers, families and students.

This Code is to help ensure our Vision, Mission and Values are lived out in our community in a life-giving manner for all, specifically relating to our students. The Code also ensures the college meets the specific requirements of the Victorian Child Safe Standards (CSS) as set out in Ministerial Order No.1359, in particular the following Standards:

- CSS 2: Child safety and wellbeing is embedded in leadership, governance and culture
- CSS 6: Suitable staff and volunteers
- CSS 8: Child safety knowledge, skills and awareness
- CSS 9: Child safety in physical and online environments

VERSION CONTROL

	2
	Salesian College Board
	29 November 2023

ISSUE HISTORY

CHILD SAFETY CODE OF CONDUCT

This Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards students. The Code serves to protect students, reduce the likelihood for abuse or harm to occur, and promote child safety in the College environment. It provides guidance on how to best support students and how to avoid or better manage difficult situations. The College seeks input from staff annually when revising the Code.

Salesian College has the following expectations of behaviours and boundaries for all adults interacting with students within our College community. This includes all staff, clergy, Directors, volunteers, contractors and parents/carers.

Note: Child-to-child safety conduct is outlined in the Student Pastoral Care and Management Policy.

ACCEPTABLE BEHAVIOURS:

- Adhere to the Child Safety and Wellbeing Policy statement of commitment to child safety, at all times.
- Behave as a positive role model to students.
- Treat all students with respect.
- Promote the safety, welfare and wellbeing of students.
- Be vigilant and proactive with regard to student safety and child protection issues.
- Where appropriate, recommend pastoral or wellbeing support to students who need support.
- Provide age appropriate supervision for students.
- Ensure as far as practicable that adults are not alone with a student (with the exception of Wellbeing staff).
- Promote the safety, participation and empowerment of students with a disability.
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse students.

Engage in any form of behaviour that has the potential to cause a student significant emotional or psychological harm.

example, the offering of gifts or special treatment for specific students).

Engage in undisclosed private meetings with a student that is not your own child.

Engage in inappropriate personal communications with a student or their family

PSYCHOLOGISTS AND SCHOOL COUNSELLORS

In their dealings with students, psychologists and school counsellors should also take into account their professional obligations as set out in a code of ethics or practice to which they are bound by their relevant professional body (i.e. ACA, AHPRA, AASW).

