



# St Paul's College

## Child Safety Code of Conduct

*VMCH (which includes St Paul's College) takes a zero-tolerance approach to child abuse and is fully committed to ensuring that its strategies, policies, procedures and practices meet all Child Safety Standards as specified in Ministerial Order No. 870 (2015)*

This St Paul's College 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, St Paul's College policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

All VMCH board members, management, staff and volunteers of St Paul's College are required to observe child safe principles and expectations for appropriate behaviour towards, and in the company of, children and young persons as noted below.

All members of the St Paul's College community are responsible for supporting the safety, participation, wellbeing and empowerment of children and young persons by:

- Adhering to the St Paul's College 'Commitment to Child Safety' policy at all times and upholding this Code of Conduct at all times.
- Taking all reasonable steps to protect children and young persons from abuse.
- Treating all members of the school community with respect.
- Listening and responding to the views and concerns of children and young persons, particularly if they are disclosing that they or another child or young person have been abused and/or are worried about their own safety or the safety of another child or young person.
- Promoting the cultural safety, participation and empowerment of Aboriginal children and young persons e.g. by never questioning an Aboriginal child's or young person's self-identification.
- Promoting the cultural safety, participation and empowerment of children and young persons with culturally and/or linguistically diverse backgrounds e.g. by having a zero tolerance of discrimination.

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- Promoting the safety, participation and empowerment of children and young persons with a disability e.g. during personal care activities.
- Ensuring as far as practicable that adults are not left alone with a child or young person.
- Reporting any allegations of child abuse to the St Paul's College Principal and ensure that any allegation is reported to child protection or the Victoria police.
- Reporting any child safety concerns to the St Paul's College Principal.
- If an allegation of child abuse is made, ensure as quickly as possible that the child or young person is safe.
- Encouraging children and young persons to 'have a say' and participate in all relevant activities where possible, especially on issues that are important to them.

VMCH (including St Paul's College) staff must not:

- Develop any 'special' relationships with children or young persons that could be seen as favouritism e.g. offering gifts to, or giving special treatment to, particular children or young persons.
- Exhibit behaviours with children or young persons which may be construed as unnecessarily physical e.g. arm around student when reading to them.
- Put children and young persons at risk of abuse e.g. by locking doors.
- Undertake tasks of a personal nature that a child or young person can do for themselves, such as personal care or changing clothes.
- Engage in open discussions of a mature or adult nature in the presence of children or young persons e.g. personal social activities.
- Use inappropriate language in the presence of children or young persons.
- Express personal views on cultures, race or sexuality in the presence of children or young persons.
- Discriminate against any child or young person because of culture, race, ethnicity or disability.
- Have contact with a child or young person or their families outside the school without the Principal's knowledge and consent.
- Have any online contact with a child or young person or their families unless necessary e.g. providing families with e-newsletters.
- Ignore or disregard any suspected or disclosed child abuse.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to the St Paul College Principal.

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

I agree to adhere to this Code of Conduct:

Name: .....

Signature: .....

Date: .....

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