

St Joseph's Yarra Junction Child Safety Code of Conduct

Policy 1.5.6

June 2016

Central to the mission of St Joseph's is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.

This Code of Conduct has a specific focus on safeguarding children and young people at St Joseph's School against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement child protection legislation, school policies/procedures and professional standards, codes or ethics as these apply to staff and personnel. All staff, volunteers, contractors, clergy and board/school council members at St Joseph's School are expected to actively contribute to a school culture that respects the dignity of its members and affirms 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 personnel of St Joseph's are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

adhering to St Joseph's child safe policy at all times

taking all reasonable steps to protect children from abuse

treating everyone with respect and dignity

listening and responding to the views and concerns of children, particularly if they are telling you 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 and Torres Strait 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 visible when working with children outside the classroom

reporting any allegations of child abuse to the Principal, Deputy Principal or Wellbeing Leader, and ensure any allegation is reported to the police or child protection

reporting any child safety concerns to St Joseph's leadership

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 school 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 (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometime, for example while reading a storybook to a small child in an open plan area)

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 the school's leaderships knowledge and/or consent (for example, no babysitting or tutoring). Accidental contact, such as seeing people in the street, is appropriate)

have any online contact with a child or their family, this would include social networking, personal email and direct messaging (unless necessary, for example providing families with e-newsletters or educational information about their child)

ignore or disregard any suspected or disclosed child abuse.