



## Child Safety Code of Conduct

---

### Introduction

This Code of Conduct has a specific focus on safeguarding children at St Joseph's Primary School against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes and legislation.

### Purpose

The purpose of this Code of Conduct is to establish clear expectations for appropriate behaviour by adults towards children. It aims to protect children and reduce any opportunity of abuse or harm to children. This Code of Conduct also provides anyone engaged by St Joseph's Primary School with guidance on how best to support students and how to avoid or better manage difficult situations.

### Scope

This Code of Conduct applies to all staff members (teaching and non-teaching), clergy, casual relief staff, volunteers, visitors and contractors engaged by the school.

### Acceptable behaviours

All staff members (teaching and non-teaching), clergy, casual relief staff, external providers, volunteers, visitors and contractors are responsible for supporting the safety of children by complying with the following 'acceptable behaviours':

- adhering to the School's Child Safety Policy and associated procedures at all times
- taking all reasonable steps to protect students from abuse
- treating everyone with respect, including listening to and valuing their ideas and opinions
- listening and responding to the views and concerns of students, particularly if they are telling you that they or another student or young person has been abused and/or are worried about their safety or the safety of another child
- taking account of the diversity of all students, including (but not limited to) the needs of Aboriginal students, students from culturally and/or linguistically diverse backgrounds, students with disabilities and students and young people who are vulnerable
- promoting the cultural safety, participation and empowerment of all students, including those from diverse backgrounds
- ensuring as far as practicable that adults are not left alone with a student or young person
- reporting all child safety complaints, suspected abuse, disclosures or breaches of the Child Safety Code of Conduct immediately to the Principal and/or the Deputy Principal



# St Joseph's Primary School

39 James Street  
Northcote Victoria 3070  
Tel 03 9481 7166  
Fax 03 9489 4470  
principal@sjnorthcote.catholic.edu.au  
www.sjnorthcote.catholic.edu.au

- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the [Crimes Act 1958](#)
- if an allegation of child abuse is made, ensure the safety of the student/s as soon as possible.

## Unacceptable Behaviours

All staff members (teaching and non-teaching), clergy, casual relief staff, volunteers, external providers, visitors and contractors must not:

- ignore or disregard any child safety complaints, suspected abuse, disclosures or breaches of the Child Safety Code of Conduct
- develop any 'special' relationships with students that could be seen as favouritism (such as the offering of gifts or special treatment for specific students)
- exhibit behaviours with students, which may be construed as unnecessarily physical (such as inappropriate sitting on laps)
- do things of a personal nature that a student can do for themselves (such as toileting or changing clothes)
- engage in open discussions of a mature or adult nature in the presence of students
- exchange personal contact details such as phone numbers, social networking sites or personal email addresses with students
- have unauthorised contact with students 'on line' via email, social networking sites, by text message or other means
- display any behaviour, in person or 'on-line', which could be construed as inappropriate or disrespectful to those who may view it, in particular students and those from Aboriginal and diverse cultural backgrounds
- maintain relationships with a student and their families outside of school without the knowledge of the Principal or a member of the Leadership Team
- use inappropriate language in the presence of students
- use prejudice, oppressive behaviour or language in the presence of or with children
- express personal views on cultures, race, ethnicity, sexuality or disabilities in the presence of students
- discriminate against any student because of culture, race, ethnicity or disability
- attend work under the influence or effects of illegal drugs or alcohol
- consume alcohol without the consent of the Principal or a member of the Leadership Team at school, at a school event or in the presence of students
- photograph or video a student without the consent of their parents or guardian.



# St Joseph's Primary School

39 James Street  
Northcote Victoria 3070  
**Tel** 03 9481 7166  
**Fax** 03 9489 4470  
principal@sjnorthcote.catholic.edu.au  
www.sjnorthcote.catholic.edu.au

## Failure to Comply With This Code of Conduct

Where a staff member (teaching and non-teaching), clergy, casual relief staff, volunteers, external providers visitors and contractors are suspected of breaching any obligation, duty or responsibility within this Policy, St Joseph's Primary School will take disciplinary action, including in the case of serious breaches, summary dismissal.

## Acknowledgement

I have read and understood this Code of Conduct and agree to abide by it at all times.

**Name:**

**Signature:**

**Date:**

**Principal:**

**Signature:**

**Date:**

**Code Ratified – July 2016**