



**Safeguarding Children and Young People
Code of Conduct
St. Dominic's School
October 2016**

We model, share and celebrate in the Catholic tradition.

We recognise and embrace the importance and significance of religious traditions, and the richness of our cultural diversity.

We aspire to create a safe, welcoming, inclusive, challenging and supportive environment where students, staff, parents and the wider parish are all active partners in our unique journey as life-long learners.

We acknowledge and accept the ongoing responsibility to develop ourselves as a community of leaders through the spiritual, educational, social, emotional and physical growth of each individual.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at **St. Dominic's** against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes. This Code of Conduct also provides anyone engaged by St. Dominic's School with guidance on how best to support students and young people and how to avoid or better manage difficult situations.

All staff, volunteers, contractors, clergy and school advisory board members at **St. Dominic's** 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 in this policy.

Acceptable behaviours

All staff (teaching and non-teaching), volunteers, contractors, casual relief staff, clergy and school advisory board members are responsible for supporting the safety of children by:

- Respecting all members of the school community, regardless of their sex, race, religious background etc.
- Taking account of the diversity of all students, including (but not limited to) the needs of Aboriginal and Torres Strait Islander students, students from culturally and/or linguistically diverse backgrounds, students with disabilities and students and young people who are vulnerable.
- Adhering to the School's Child Safety Policy and associated procedures at all times.
- Taking all reasonable steps to protect students from abuse.
- Ensuring as far as practicable that adults are not left alone with a student or young person.
- 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.
- Reporting allegations of sexual, physical or emotional abuse to the School Principal and relevant authorities as they relate to mandatory reporting and reporting under the *Crimes Act 1958 (Vic)*
- Engaging in appropriate OHS procedures while on the school grounds and reporting concerns to the Principal and/or OHS representative.
- Maintaining these procedures when off-site at excursions, school camps etc.
- Adhering to the St Dominic's School Staff social media policy.
- Protecting all children in our care by active supervision in class and while on the school grounds.

Unacceptable behaviours

All staff, volunteers, contractors, clergy and school advisory board members must not:

- Engage with students and their families on social media, including Facebook, Instagram etc. unless permission has been given by the Principal.
- Maintain relationships with a student or young person and their families outside of school without the knowledge of the Principal.
- 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, young people and those from Aboriginal or Torres Strait Islander and diverse cultural backgrounds.

- 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 or young people that could be seen as favouritism.
- Exhibit behaviours with students or young people, which may be construed as unnecessarily physical (such as inappropriate sitting on laps).
- Do things of a personal nature that students can do for themselves (such as toileting or changing clothes).
- Engage in inappropriate conversation and/or conduct that are inappropriate or demeaning of others, or express personal views on cultures, race, ethnicity, sexuality or disabilities in the presence of students and young people.
- Knowingly expose St. Dominic's school students to inappropriate viewing material online or in class.
- Use the children's toilets for personal use for any reason.
- 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 or young people.

Failure to Comply with this Code of Conduct:

Where a staff member (teaching and non-teaching), clergy, casual relief staff, volunteers, contractors and school advisory board member is suspected of breaching any obligation, duty or responsibility within this Policy, St. Dominic's 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/Child Safety Officer Name: Gayle Connor

Signature: _____

Date: _____

I, _____, confirm that I have been provided with a copy of the above Code of Conduct.

** Signed: _____

** Date: _____

Review date: December 2017

