



Safeguarding Children and Young People

Code of Conduct

St Francis of Assisi Parish Primary School

11/07/2016

Mission Statement

We encourage open communication between children, teachers and parents to foster understanding, patience, trust, forgiveness and loving concern.

We will foster self-discipline, respect for self and others, and responsible decision making.

We will aim to stimulate and encourage the children's growth in the development of their full potential.

As professional educators we realise our responsibility to expand the knowledge and understanding of parents in current educational trends, new programmes in schools, developments, techniques, procedures and teacher expectations. The forum by which this responsibility may be undertaken would include Information Nights, Newsletters and Open Days.

As staff members we will foster and encourage professional development. Through friendship, support and recreational activities we will strive to create a confident and positive outlook for each individual.

We at St. Francis of Assisi, are committed to the continual faith development of our children. We aim to build and develop knowledge and awareness of the Catholic Faith by strengthening and deepening relationships with their family, school, community and Church.

Purpose

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

All staff, volunteers, contractors, clergy and board/school council members at St. Francis of Assisi Parish Primary 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.

Acceptable behaviours

All staff, volunteers, contractors, clergy and board/school council members are responsible for supporting the safety of children by:

- Adhering to the school's child safety policy and upholding the school's statement of commitment to child safety at all times.
- Taking all reasonable steps to protect children from any form of abuse whatsoever.
- Treating everyone in the school community with respect and equality (modelling positive and respectful relationships and acting in a manner that sustains, promotes and advocates a safe, educational and pastoral environment).
- Listening to, observing and responding to the views and concerns of children, particularly if they are telling you that they or another child have been abused or that they are worried about their safety or the safety of another child.
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children

- Promoting the cultural safety, participation and empowerment of children with culturally and/ or linguistically diverse backgrounds.
- Promoting the cultural safety, participation and empowerment of children with a disability.
- Ensuring where possible and practical that adults are not alone with a child.
- Reporting any allegation of child abuse to the school's leadership.
- Members of staff and members of the clergy must understand and comply with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic).
- Reporting any child safety concerns to the school's leadership group.
- If an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe.

Unacceptable behaviours

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

- Ignore or disregard any suspected or disclosed child abuse.
- Members of staff and members of the clergy must not develop any 'special' relationships with children that could be seen as favouritism.
- Exhibit behaviours with children which may be construed as unnecessarily physical.
- Put children at risk of abuse.
- Initiate unnecessary physical contact with children or do things of a personal nature that a child can do for themselves, such as toileting or changing clothes.
- Engage in conversations of a mature or adult nature in the presence of children.
- Share known information about other students (not your own) of an academic, social and emotional, spiritual and/or health nature.
- Communicate in an inappropriate manner, for example yelling, intimidating, bullying and using bad language in the presence of children.
- Express inappropriate personal views on cultures, race or sexuality in the presence of children.
- Discriminate against any child, because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability.
- Have contact with a child outside of school without the child's parent's, school's leadership or child safety officer's knowledge and/or consent or the school governing authority's approval (for example, unauthorised after hours tutoring, private instrumental/ other lessons or sport coaching).
- Have any online contact with a child (including by social media, email, instant messaging etc.) unless necessary, for example, by providing families with e-newsletters or assisting students with their school work).
- Use any personal communication channels/device such as a personal email account to contact children.
- Exchange personal contact details such as phone number and social networking sites with children.
- Photograph or take video of a child without the consent of the parent or guardians for non-educational purposes.
- Work with children while under the influence of alcohol or illegal drugs.
- Consume illicit drugs at school or at school events.
- Consume alcohol at school or at school events in the presence of children without parent supervision.

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

Signed: _____

Date: _____