



HAWKESDALE P12 COLLEGE

Safeguarding Children and Young People Code of Conduct Hawkesdale P12 College October 2016

Our school is committed to providing a safe, secure and stimulating learning environment for all students. Students can reach their full educational potential only when they are happy, healthy and safe, and when there is a positive school culture to engage and support them in their learning. Respect, Responsibility and Resilience are the core values of this school. Respect for self, respect for others, respect for school and respect for the environment. Responsibility for behaviour and effort. Resilience to cope with the stresses of daily life and bounce back from difficulties faced.

The school wellbeing team consists of the assistant principal, special programs leader, secondary PSD coordinator, a school nurse and a student counsellor. Systems are in place to monitor students and provide support when needs are identified. The school provides a supportive environment that values diversity, promotes equity and is not tolerant of any form of bullying.

We value social and community connectedness, and understand that in our small rural setting, staff, students and families often have multiple roles and responsibilities outside the school environment. As a school community we support and encourage this, whilst recognising that the safety of our students is of paramount importance.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at **Hawkesdale P12 College** against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes.

All staff and others working with children at **Hawkesdale P12 College** are expected to actively contribute to a school culture that respects the dignity of its members and follows the school's core values. 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 and others working with children are responsible for supporting the safety of children by:

- adhering to the school's child safe policy and upholding the school's statement of commitment to child safety at all times
- taking all reasonable steps to protect students from abuse
- treating everyone in the school community with respect
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has 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 (for example, by never questioning an Aboriginal and Torres Strait Islander 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 not alone with a child
- reporting any allegations of child abuse and/or child safety concerns to the school's leadership
- 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, ensuring as quickly as possible that the child(ren) are safe
- reporting to the Victorian Institute of Teaching, any charges, committals for trial or convictions in relation to a sexual offence by a registered teacher, or certain allegations or concerns about a registered teacher
- follow school wide discipline policy when managing student behaviour
- ensuring that contractors or other visitors to the school have no contact with children without a member of staff present.

Unacceptable behaviours

All staff and others working with children must not:

- ignore or disregard any suspected or disclosed child abuse
- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment of specific children)
- exhibit or initiate behaviours with children that may be construed as unnecessarily physical contact (for example inappropriate sitting on laps)
- put children at risk of abuse
- engage in open discussion of a mature or adult nature in the presence of students (for example, of sexual nature, drugs or alcohol related)
- use inappropriate language in the presence of children
- express disrespectful views on cultures, race or sexuality in the presence of students
- discriminate against any child, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- have contact with a child alone outside of the school without discussing the appropriateness with the school's leadership (for example, unauthorised after hours tutoring, private instrumental/other lessons or sport coaching). Incidental contact, such as seeing people in the street, is appropriate
- have any non-school related online contact with a student (including by social media, email, instant messaging etc) without the student's parents knowledge
- exchange personal contact details such as phone numbers, social networking sites or personal email addresses with students unless for a defined educational reason which school leadership and parents is aware of.
- use any photograph or video a child without the consent of the parent or guardians
- photograph or video a child for any non-school based purpose
- store any school based photo or videos on personal devices for longer than required purpose (transfer to newsletter, magazine, use in class activity)
- work with children whilst under the influence of alcohol or illegal drugs
- consume alcohol or drugs at school or school events in the presence of children

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

Signed: _____

Date: _____

School Council President

Principal

This policy was ratified by school council 19.10.2016