



ST JOHN'S PRIMARY SCHOOL MITCHAM

CHILD SAFETY CODE of CONDUCT (Volunteer)

Rationale

Central to the mission of St John's School 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.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at St John's against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement child protection legislation and school policies/procedures as part of the engagement of volunteers in this school.

All staff, volunteers, contractors, clergy and board members of St John's School Mitcham 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 school board members are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to school's child-safe policy (which can be located on website) and upholding school's statement of Commitment to child safety at all times.
- taking all reasonable steps to protect children from abuse.
- treating everyone in the school community with respect (modelling positive and respectful relationships and acting in a manner that sustains a safe, educational and pastoral environment).
- 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 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 Islanders 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 left alone with a child.

- reporting any allegations of child abuse to the school's leadership team/child safe officer (principal).
- understanding and complying 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 team/child safe officer (principal).
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe.

Unacceptable behaviours

All staff, volunteers, contractors, clergy and school board members 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 for specific children).
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps).
- put children at risk of abuse (for example, by locking doors).
- 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 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 reasons such as age, gender, race, culture, vulnerability, sexuality, ethnicity or disability.
- have contact with a child outside of school hours, without family consent. Accidental contact, such as seeing people in the street, is appropriate.
- have any online contact with a child (including by social media, email, instant messaging, etc.) without parental consent.
- exchange personal contact details with a child such as phone number, social networking sites or email addresses without parental consent.
- photograph or video a child without the consent of parent or guardian.
- work with children while under the influence of alcohol or illegal drugs.
- consume alcohol during school hours or at school events in the presence of children, unless with Principal's approval.

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

Name:

Signature:

Date: