

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at John Paul College against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement child protection legislation, school policies/procedures and other professional and/or occupational codes.

All staff, volunteers, contractors, clergy and board members at John Paul College 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 members are responsible for supporting the safety of children by:

- adhering to the school's Child Safety Policy and upholding the policy 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 have been abused or that they are worried about their safety/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 policy towards 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 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* (Vic.)
- reporting any child safety concerns to the school's leadership
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe
- adhering to other relevant policies such as the Social Media Policy, Safe Schools Policy and Pastoral Care Policy.

Unacceptable Behaviours

All staff, volunteers, contractors, clergy and 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 hugging)
- 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 inappropriate 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 because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability

- have contact with a child of an individual/private nature such as unauthorised after-hours tutoring, private instrumental/other lessons or sport coaching without the school leadership's knowledge and/or consent or the school governing authority's approval
- have any online contact with a child (including by social media, email, instant messaging etc.) (unless necessary eg assisting students with their school work)
- use any personal communication channels/device, such as a personal email account or personal mobile phone to contact, photograph or video a child
- exchange personal contact details such as phone number, social networking sites or email addresses with a child
- photograph or video a child without the consent of the parent or guardians
- work with children while under the influence of alcohol or illegal drugs
- consume alcohol, cigarettes or drugs at school or at school events whilst responsible for supervising children. When alcohol is consumed it must be within moderation (for example, Presentation Ball and Valedictory Ball).

(Adapted from Source: VRQA)