

Child Safety Code of Conduct

Rationale

Sacred Heart College Kyneton is a vibrant learning community, founded on the Gospel of Jesus Christ, where all are called to reveal God to the world and to make our world a better place in which to live.

Our Vision, Mission and Mercy Values emphasise the College's commitment to respecting the dignity of each person and to understanding and responding to others in times of need. This Code of Conduct gives expression to these commitments and to the College's steadfast resolve to provide a safe and secure environment for students.

Purpose

This Code of Conduct has a specific focus on safeguarding students at Sacred Heart College Kyneton against sexual, physical, psychological, and emotional abuse or neglect. It is intended to complement other professional codes, including the *Mercy Education Code of Conduct*, *VIT Codes of Conduct and Ethics* and the *Sacred Heart College Kyneton Parents Code of Conduct*.

All staff, volunteers, contractors, clergy and College Advisory Council members and other committee members at Sacred Heart College Kyneton are expected to actively contribute to our College culture that respects the dignity of its members and that upholds child safety principles and expectations for appropriate behaviour towards students.

Acceptable Behaviours

All staff, volunteers, contractors, clergy, and College Advisory Council members are responsible for supporting the safety of students by:

- adhering to the College's Child Safety Policy and upholding all related College policies on student safety (see below).
- taking all reasonable steps to protect students from abuse.
- working to create an environment that celebrates diversity in all forms, and appreciates the richness this brings to the College
- embracing particularly the cultural heritage of Aboriginal and Torres Strait Islander students, developing opportunities for nurturing and support
- treating everyone in the College community with respect, inclusive of 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 students, particularly if they are divulging that they or another student have been abused or that they are worried about their safety or the safety of another student.
- promoting the participation and empowerment of students with culturally and/or linguistically diverse backgrounds.
- promoting the safety, participation, and empowerment of students with a disability.
- ensuring that appropriate precaution for student safety is taken if there is a need to meet alone with a student.
- reporting any safety concerns or allegations of abuse to the College Child Safety Officer.

- understanding and complying with all reporting obligations as these relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic.)¹.
- if an allegation of child abuse is made, ensuring as quickly as possible that the student is safe.

¹ The Child Safety Officers at Sacred Heart College Kyneton in 2023 are Deputy Principal Student Wellbeing, Ms. Julie Mortimer as well as College Counsellor Mr. Paul Hopkins.

² Refer *Sacred Heart College Kyneton Child Protection and Reporting Obligations Policy* for detailed direction and advice.

Unacceptable Behaviours*

All staff, volunteers, contractors, clergy, and College Council members must not:

- ignore or disregard any suspected or disclosed abuse of a child/student
- spend prolonged, private time with individual students or develop relationships with students that could be seen as favouritism
- initiate unnecessary physical contact with students or exhibit behaviours with students which may be construed as unnecessarily physical
- put students at risk of abuse
- use inappropriate language in the presence of students
- express personal views on cultures, race, or sexuality in the presence of students
- discriminate against any student, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity, or disability
- have contact with a student or their family outside of school without the knowledge of the College's Child Safety Officer and the student's family unless such contact is incidental. The Principal must be notified if it is likely that due to any staff having children of their own at the College, contact with other students may occur
- have any online contact with a current student unless through the College's agreed channels of communication
- photograph or video students in private settings for private use without the consent of the parent or guardians
- work with students while under the influence of alcohol or illegal drugs
- consume alcohol drugs while in charge of students in a College sanctioned activity e.g.: camps or overnight excursions
- consume alcohol or drugs at the College or at College functions in the presence of students, unless otherwise approved by the Principal, where responsible service of alcohol will be mandated.

*** Unacceptable behaviours are not limited to the list above and are explored in more detail in the 'Respectful Relationships- Staff Expectations and Protocols' document in the Staff Handbook.**

Related Policies

Sacred Heart College Kyneton College Policies

- Child Protection Reporting Obligations
- Child Safety Policy
- Sacred Heart College Kyneton Parent Code of Conduct
- Employment Practices Policy
- Privacy Policy
- Student Acceptable Use of Digital Technologies Policy
- Respectful Relationships - Anti Bullying Policy
- Respectful Relationships- Staff Expectations and Protocols
- Student Behaviour Management Policy
- Student Wellbeing Policy
- Interstate and Overseas Excursions Policy
- Staff Acceptable Use of Digital Technologies Policy
- Staff Responsible Use of Social Media Policy

Mercy Education Policies

- Mercy Education Code of Conduct
- Mercy Education Child Safety Policy (6.09)
- Operational Instructions – Child Safety Reporting to Mercy Education

Melbourne Archdiocese Catholic Schools Policies

- Policy 2.2: Guidelines Relating to the Employment of Staff (currently under review)
- Policy 2.19: Child Protection – Reporting Obligations
- Policy 2.19a: School Guidelines –Police and DH Interview Protocols

Revised	March 2023
Approval Authority	Principal
Person Responsible	Deputy Principal Student Wellbeing
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