


St Thomas The Apostle Primary School	System Update: 30.04. 2019	
Version 0.1	Date of Next Review: 30.04.2022	

Safeguarding Children and Young People

Code of Conduct

Introduction

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

Purpose

The purpose of this Code of Conduct is to establish clear expectations for appropriate behaviour by adults towards children & young people. It aims to protect children and reduce any opportunity of abuse or harm to children. This Code of Conduct also provides anyone engaged by St. Thomas the Apostle Primary School with guidance on how best to support students and young people and how to avoid or better manage difficult situations.


Scope

This Code of Conduct applies to all staff members (teaching & non-teaching), clergy, casual relief staff, volunteers and contractors engaged by the school and will be valid whilst their Working With Children Check and/or VIT Registration is valid.

Acceptable Behaviours

All staff members (teaching & non-teaching), clergy, casual relief staff, volunteers, contractors and board/school council members are responsible for supporting the safety of children by complying with the following 'acceptable behaviours':

1. *Adhering to the School's Child Safety Policy and associated procedures at all times.*
2. *Taking all reasonable steps to protect students from abuse.*
3. *Treating everyone with respect, including listening to and valuing their ideas and opinions.*
4. *Listening and responding to the views and concerns of students, particularly if they are telling you that they or another student or young person has been abused and/or are worried about their safety or the safety of another child.*
5. *Taking account of the diversity of all students, including (but not limited to) the needs of Aboriginal students, students from culturally and/or linguistically diverse backgrounds, students with disabilities and students and young people who are vulnerable. Sensitive information must only be disclosed when there is a specific need.*
6. *Promoting the safety of all students, participation and empowerment of all students, including those from diverse backgrounds.*
7. *Educating students so that they are empowered in promoting their own safety.*
8. *Ensuring as far as practicable that adults are not left alone or working in isolation with a student or young person.*
9. *Reporting all child safety complaints, suspected abuse, disclosures or breaches of the Child Safety Code of Conduct immediately to the Principal and/or the School's Child Safety Officer immediately.*
10. *Understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958.*
11. *If an allegation of child abuse is made, it is important to act quickly, ensuring as the safety of the student/s or young person/s as soon as possible.*

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Unacceptable Behaviours

All staff members (teaching & non-teaching), clergy, casual relief staff, volunteers, contractors and board/school council members must not:


1. *Ignore or disregard any child safety complaints, suspected abuse, disclosures or breaches of the Child Safety Code of Conduct.*
2. *Develop any 'special' relationships with students or young people that could be seen as favouritism (such as the offering of gifts or special treatment for specific students)*
3. *Exhibit behaviours with students or young people, which may be construed as unnecessarily physical (such as inappropriate sitting on laps)*
4. *Do things of a personal nature that a student can do for themselves (such as toileting or changing clothes).*
5. *Engage in open discussions of a mature or adult nature in the presence of students.*
6. *Exchange personal contact details such as phone numbers, social networking sites or email addresses with students or young people.*
7. *Have unauthorised contact with students or young people 'on line' via email, social networking sites, by text message or other means.*
8. *Display any behaviour, in person or 'on-line', which could be construed as inappropriate or disrespectful to those who may view it, in particular students, young people and those from Aboriginal and diverse cultural backgrounds.*
9. *Maintain relationships with a student or young person and their families outside of school without the knowledge of the Principal, a member of the Leadership Team or Child Safety Officer. ***
10. *Use inappropriate language in the presence of students.*
11. *Use prejudice, oppressive behaviour or language in the presence of or with children.*
12. *Express personal views on cultures, race, ethnicity, sexuality or disabilities in the presence of students.*
13. *Discriminate against any student because of culture, race, ethnicity or disability.*
14. *Attend work under the influence or effects of illegal drugs or alcohol.*
15. *Consume alcohol without the consent of the Principal or a member of the Leadership Team at school, at a school event or in the presence of students or young people.*
16. *Photograph or video a student or young person without the consent of their parents or guardian*

*** Form at back to be completed should a staff member also be a parent at the school and have existing relationships with families.*

Failure to Comply with this Code of Conduct

Where a staff member (teaching & non-teaching), clergy, casual relief staff, volunteers, contractors and board/school council is suspected of breaching any obligation, duty or responsibility within the Policy, St. Thomas the Apostle Primary School will take disciplinary action, including in the case of serious breaches, summary dismissal.

See page 3 for acknowledgement and signature panel.

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Acknowledgement

I have read and understood this Code of Conduct and agree to abide by it at all times.

Name: _____

Signature: _____ Date: _____

Principal Name: _____

Signature: _____ Date: _____

*** Page 4 to be completed should a staff member also be a parent at the school and have existing relationships with families.*

