



Safeguarding Children and Young People

Code of Conduct

Our Lady of the Nativity School

Policy Create: October, 2016

Review date: October, 2018

The Vision statement of Our Lady of the Nativity School strongly commits our community to providing a nurturing environment for all our members, especially our children, and upholding the dignity of the human person. Integral to this statement is our firmly held belief that the well-being of our children is of prime focus and that they learn and develop in a safe, secure environment where they are protected from harm.

Purpose

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

All staff, volunteers, contractors, clergy and visitors at **Our Lady of the Nativity School** 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. All staff, volunteers, contractors, clergy and visitors are required to hold the appropriate registration or Working With Children card. 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 visitors 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.
- Ensuring that the adult/child relationship is professional at all times.
- Taking all reasonable steps to protect children from abuse.
- Treating all members of the school community with respect
- Listening to the views and concerns of the children.
- Promoting cultural safety and being non-discriminatory

- Ensuring that adults are not left alone with a child (as far as practicable) unless this is consistent with their school role and responsibilities.
- Promoting the safety, participation and empowerment of children with a disability. (ref *Disability Discrimination Act*)
- Treating all children with equality and without favour whilst still responding to their individual needs
- Understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the *Crimes Act 1958*.
- Ensuring that if an allegation of child abuse is made that the relevant school procedures for reporting allegations, or mandatory reporting requirements, are strictly adhered to.
- Reporting any allegations of child abuse to the school's leadership.
- Reporting any child safety concerns to the school's leadership

Unacceptable behaviours

All staff, volunteers, contractors, clergy and visitors must not:

- Ignore or disregard any suspected or disclosed child abuse
- Develop any 'special' relationships with children that could be seen as favouritism
- Exhibit behaviours with children which may be construed as unnecessarily physical (eg sitting on laps)
- Put children at risk of abuse
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves (eg changing clothes)
- Inappropriately discipline a child.
- Engage in open discussions of a mature or adult nature in the presence of children.
- Use inappropriate language in the presence of children
- Express personal views on cultures, race, gender or sexuality that may be viewed as discriminatory in the presence of children
- Discriminate against any child due to age, gender, race, culture, sexuality or disability.
- Have inappropriate contact with a child or their family outside of school without the approval of the school's leadership.
- Have any online contact with a child or their family unless in regard to school work
- Use personal communication channels to contact children or their families without a valid reason. Eg whilst on a school excursion or camp.
- Exchange personal contact details with a child
- Photograph or video a child without the consent of parents and guardians
- Upload images to Facebook or on social media without written permission of all parties.
- Work with children whilst under the influence of alcohol or drugs
- Consume alcohol or illicit drugs at school or at school events in the presence of children.

I/We _____, confirm I/we have been provided with a copy of the above Code of Conduct and agree to abide by it.

Signed: _____

Date: _____

Signed: _____

Date: _____