



CHILD SAFE CODE OF CONDUCT

1. BACKGROUND

The child safe standards require organisations that provide services for children to have a code of conduct that establishes clear expectations for appropriate behaviour with children. This code of conduct supports our College to enforce appropriate behaviour with children in our organisation to help protect children from abuse.

This Child Safe Code of Conduct is to be adhered to in conjunction with:

- the Victorian Institute of Teaching Professional Code of Conduct
- relevant Ministerial Orders under the Education and Training Reform Act 2006

2. PURPOSE & AIMS

This code of conduct outlines expected standards for appropriate behaviour by Apollo Bay P-12 College staff members, community members including volunteers, with and in the company of children, including online communication and conduct.

3. IMPLEMENTATION

All staff, volunteers, contractors and college council members of Apollo Bay P-12 College are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

All personal of Apollo Bay P-12 College are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- Adhering to the Apollo Bay P-12 College Child Safe Policy at all times and upholding the College statement of commitment to child safety at all times
- Taking all reasonable steps to protect children from abuse
- Treating everyone with respect
- 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
- Promoting the safety, participation and empowerment of all children in our college and be supportive of children from diverse backgrounds including Aboriginal children, students with disabilities and different cultural backgrounds
- Ensuring as far as practicable that adults are not left alone with a child
- Reporting any allegations of child abuse to the College Wellbeing Team, Student Support or Principal Class – and ensuring any allegation is reported to the police or child protection
- Reporting any child safety concerns to the College Wellbeing Team, Student Support or Principal Class – and ensuring any allegation is reported to the police or child protection
- If an allegation of child abuse is made, ensure as quickly as possible that the child/ren are safe

- Engaging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them
- Assisting with access to medical professionals as needed

All personnel of Apollo Bay P-12 College must not:

- 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 constructed as unnecessary physical interaction
- Put children at risk of abuse (for example, by locking doors or blocking doorways or failing to report allegations of abuse)
- Do things of a personal nature that a child can do independently, 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 because of culture, race ethnicity or disability
- Ignore or disregard any suspected or disclosed child abuse

Further to the above expectations, all teaching staff must also abide by the Victorian Teaching Profession Code of Conduct https://www.vit.vic.edu.au/data/assets/pdf_file/0018/35604/Code-of-Conduct-2016.pdf **including Principle 1.5: *Teachers are always on a professional relationship with students in their school, whether at school or not.*** Teachers hold a unique position of influence and trust that should not be violated or compromised. They exercise their responsibilities in ways that recognise that there are limits or boundaries to their relationships with students. Examples of a professional relationship being violated would include a teacher:

- Having a sexual relationship with a student
- Using sexual innuendo or inappropriate language and/or material with students
- Touches a student without a valid reason
- Holds conversations of a personal nature or has contact with a student via written or electronic means including email, letters, telephone, text message or chat lines, without valid context
- Accepts gifts, which could be reasonably perceived as being used to influence them, from students or their parents

This Staff Code of Conduct is also to be read in conjunction with Victorian Public Sector Commission – Code of Conduct for Victorian Public Sector Employees

<http://vpsc.vic.gov.au/resources/code-of-conduct-for-employees/>

A professional relationship may be compromised if a teacher:

- Attends parties or socialises with students
- Invites a student or students back to their home, particularly if no-one else is present

By observing these standards and expectations you acknowledge your responsibility to abide by this Code of Conduct and immediately report any breach of this Code of Conduct to a representative of the Apollo Bay P-12 College Leadership Team.

If you believe a child to be in immediate risk of abuse phone '000'

Declaration

I agree to adhere to this Apollo Bay P-12 College Child Safe Code of Conduct:

Full Name:	
Signature:	
Date:	
Principal:	
Signature:	
Date:	