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## **Child Safe Code of Conduct**

### ***COMMITMENT TO CHILD SAFETY***

***All students enrolled, and any student visiting, have a right to feel safe and be safe.***

***The wellbeing of children in our care will always be our first priority and we have zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children feel safe and are free to enjoy life to the full without any concern for their safety.***

Formed by our belief in the dignity and sanctity of each person, we commit to working actively as a community to provide a safe and nurturing environment for all students to feel safe and be safe as part of their educational experience at St Luke's Catholic Primary School.

St Luke's Catholic Primary endeavors to educate students to be empowered with the knowledge and skills to enact their right to feel safe and be safe.

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Central to the mission of St Luke's is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.

### **Purpose**

This Code of Conduct has a specific focus on safeguarding children and young people at St Luke's against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement child protection legislation, St Luke's policies/procedures and professional standards, codes of ethics as these apply to staff and personnel.

All staff, volunteers, contractors, clergy and Advisory Board members at St Luke's are expected to actively contribute to a St Luke's 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 Advisory Board members are responsible for supporting the safety of children by:

- adhering to the St Luke's child-safe policy and upholding the St Luke's statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse

**St Luke's Catholic Primary School provides a child safe environment, where all students have the right to be treated with respect, dignity and will be protected from harm.**



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- treating everyone in the St Luke's 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 St Luke's leadership (or Child Safety Officer).
  - 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 St Luke's leadership (or Child Safety Officer if the St Luke's has appointed someone to this role) if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe.

## **Unacceptable behaviours**

All staff, volunteers, contractors, clergy and Advisory 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 sitting on laps)
- 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 open discussions of a mature or adult nature in the presence of children (for example, personal social activities)

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- 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 or their family outside of school without the school's leadership or Child Safety Officer's knowledge and/or consent or the school governing authority's approval (for example, unauthorised after-hours tutoring, private instrumental/other lessons or sport coaching);
  - accidental contact, such as seeing people in the street, is appropriate
  - have any online contact with a child (including by social media, email, instant messaging etc.) or their family (unless necessary e.g. by providing families with e-newsletters or assisting students with their St Luke's work)
  - use any personal communication channels/device such as a personal email account
  - exchange personal contact details such as phone number, social networking sites or email addresses
  
  - 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 or drugs at St Luke's or at St Luke's events in the presence of children.