

HIGHVIEW COLLEGE

CODE OF CONDUCT CHILD SAFETY POLICY

Responsible – Director of Pastoral Care & Principal

(Reviewed annually, ratified by the Board)



Rationale

Highview College is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

Aims

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

Implementation

All staff, volunteers and board members of Highview College are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below. Note that, whilst Highview College is committed to the safety and wellbeing of all our students, for the purposes for Child Safe Standards a child is a person under the age of 18 years.

Code of Conduct

All personnel of Highview College are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to the Highview College child safe policy at all times / upholding Highview College's statement of commitment to child safety at all time
- 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 cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal 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 of discrimination)
- ensuring as far as practicable that adults are not left alone with a child
- reporting any allegations of child abuse to Highview College's Director of Pastoral Care, who is the designated Child Safety Officer / leadership, and ensure any allegation is reported to the police or child protection
- reporting any child safety concerns to Highview College's Child Safety Officer / leadership

- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

Staff and volunteers must:

- advise the school if they enter or wish to enter into a private financial arrangement to deliver private tutoring or similar services to a student enrolled in the school.
- limit contact, either on-line or other, with a student or their family, to communication related to school or extra-curricular activities. This is unless the employee has a familial or social relationship with the family, or has contact via the coaching of sport or undertaking of other community group- related activities and the like in which children or young persons who are enrolled in the school, participate.

Staff and volunteers 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 construed as unnecessarily physical (for example inappropriate hugging. Hugging could be appropriate sometimes, for example to re-assure a student after a critical incident, in an open, public area)
- put children at risk of abuse (for example, by locking doors)
- do things of a personal nature that a child can do for themselves, such as 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, including because of culture, race, ethnicity, gender identity or disability
- ignore or disregard any suspected or disclosed child abuse.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Highview College's Director of Pastoral Care (Child Safety Officer) / leadership.

If you believe a child is at immediate risk of abuse phone 000.

Code of Conduct developed by Marion Martin – 2016

Updated by Marion Martin - 2017

Updated by Marion Martin - 2018