



## **Our Child Safety Code of Conduct**

Penrhos College has the following expectations of behaviours and boundaries for all individuals interacting with children and young people within our College community. This includes all teaching staff, non-teaching staff, Council Members, Volunteers (direct and indirect), Third Party Contractors, External Education Providers and parents/guardians. The College's College Council has approved this Child Safety Code of Conduct.

### **DO:**

- Behave as a positive role model to students.
- Promote the safety, welfare and wellbeing of students.
- Be vigilant and proactive with regard to student safety and child protection issues.
- Provide age appropriate supervision for students.
- Comply with guidelines published by the College with respect to child protection, specifically the College's Statement of Commitment to Child Safety and our Staff and Student Professional Boundaries policy.
- Treat all students with respect.
- Promote the safety, participation and empowerment of students with a disability.
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse students.
- Use positive and affirming language toward students.
- Encourage students to 'have a say' and then listen to them with respect.
- Respect cultural, religious and political differences.
- Help provide an open, safe and supportive environment for all students to interact, and socialise.
- Intervene when students are engaging in bullying behaviour towards others or acting in a humiliating or vilifying way.
- Report any breaches of this Child Safety Code of Conduct.
- Report concerns about child safety to the Principal and ensure that your legal obligations to report allegations externally are met.
- Ensure as quickly as possible that where an allegation of child abuse or grooming is made, the student involved is safe.

- Call the Police on 000 if you have immediate concerns for a student's safety.
- Respect the privacy of students and their families and only disclose information to people who have a need to know.

NOTE: The special reporting requirements for the mandatory reporting of child sexual abuse.

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### **DO NOT:**

- Engage in any form of inappropriate behaviour towards students or expose students to such behaviour.
- Use prejudice, oppressive behaviour or inappropriate language with students.
- Express personal views on cultures, race or sexuality in the presence of students or discriminate against any student based on culture, race, ethnicity or disability.
- Engage in open discussions of an adult nature in the presence of students.
- Engage in any form of sexual conduct with a student including making sexually suggestive comments and sharing sexually suggestive material.
- Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a student can do for themselves, such as toileting or changing clothes.
- Engage in any form of physical violence towards a student including inappropriately rough physical play.
- Use physical means or corporal punishment to discipline or control a student.
- Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm.
- Develop 'special' relationships with students that could be seen as favouritism (for example the offering of gifts or special treatment for specific students).
- Engage in undisclosed private meetings with a student that is not your own child.
- Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student.
- Take or publish (including online) photos, movies or recordings of a student without parental/guardian consent.

- Post online any information about a student that may identify them such as their: full name; age; e-mail address; telephone number; residence; school; or details of a club or group they may attend.
- Ignore or disregard any suspected or disclosed child abuse or grooming.

## **Disciplinary Procedures**

Where a staff member including boarding staff members breaches the Code, Penrhos College may take disciplinary action, including in the case of serious breaches, summary dismissal.

Where any other member of the College community breaches any obligation, duty or responsibility within our Child Safety Code of Conduct, Penrhos College will take appropriate action.

## **Report Child Protection Concerns**

All breaches and suspected breaches of the College's Child Safety Code of Conduct must be reported to the Principal or the Chair of the College Council. NOTE: The special reporting requirements for the mandatory reporting of child sexual abuse.

Our Child Protection Program also includes information for staff members including boarding staff, Council Members and Direct Contact Volunteers as to how to identify key risk indicators of child abuse and grooming and how to report child abuse concerns to the Principal.

It also contains detailed procedures with respect to the reporting of child abuse and grooming incidents to relevant authorities.

Third Party Contractors, External Education Providers, Indirect Contact Volunteers, students, parents/guardians or other community members who have concerns that a child may be subject to abuse or grooming are asked to contact the Principal.

Communications will be treated confidentially on a 'need to know basis'.

If you have any questions regarding the College's Child Safety Code of Conduct, and how it applies to you, how to report breaches or whether a breach has occurred, the College's Child Protection Officers are available for advice.