

This Child Safety Code of Conduct sets out the behavioural expectations of all Staff with children and young people at Bayside Christian College (College) and at College-endorsed activities.

Failure to follow standards of behaviour is a breach of this Code of Conduct and may result in disciplinary action. Some behaviours on their own may not be a serious breach of the Code of Conduct but together may indicate a pattern of behaviour that poses a risk to the safety of students.

Statement of commitment

The College:

- has zero-tolerance for child abuse
- actively works to listen to and empower students
- has systems to protect students from abuse, and will take all allegations and concerns seriously and respond to them consistently in line with the College's policies and procedures
- is committed to promoting cultural safety and a safe environment for all students, including Aboriginal and Torres Strait Islander students, students with a disability and students with cultural, linguistic and gender diverse backgrounds.

Application

This Code of Conduct applies to College staff, College Board members, pre-service teachers, volunteers, contractors and any other members of the College community (collectively known as "Staff").

Professional Conduct

Staff are responsible for supporting and promoting the safety of children by:

- upholding the College's commitment to child safety at all times and adhering to the Child Safety and Wellbeing Policy.
- taking all reasonable steps to protect students from harm or abuse.
- taking disclosures of harm or abuse made by a child seriously by listening and responding to the views and concerns of students, particularly if they disclose that they or another child or student has been abused or are worried about their safety or the safety of another child or student.
- reporting any allegations of child abuse or other child safety concerns to the Principal or a College Child Safety Champion.
- participating in all compulsory training and professional development including training on child safety and wellbeing.

- treating all students with respect, regardless of race, sex, gender identity, sexual orientation, language, religion, political or other opinion, nationality, cultural background, financial situation, disability or other characteristics.
- considering the different needs of all students, supporting them to participate fully in programmes and activities and help them and their families feel included.
- making Aboriginal and Torres Strait Islander children and families feel included and welcome and supporting their children to express their culture and enjoy their cultural rights.
- never being racist towards anyone at the College and reporting any instances of racism.
- helping the College to be a place where people of all cultures and diverse backgrounds feel safe and included.
- valuing student's ideas and opinions.
- promoting friendships and encouraging students to support their peers.
- reporting any conflicts of interest (such as an outside relationship with the child) that may affect your ability to perform your role.
- respecting the privacy of students and their families, including keeping all personal information confidential unless required by law to share it.
- ensuring breaches of this Code are reported to the College's Child Safety Champions immediately.
- complying with all relevant Australian and Victorian legislation and the College's child safety policies and procedures.
- upholding the rights of the student and always prioritise their needs.
- treating students and families in with respect at all times.

Unacceptable behaviours

Staff will not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm.
- condone or participate in illegal, unsafe, abusive or harmful behaviour towards students – this includes physical violence, sexual abuse, emotional or psychological abuse, grooming, neglect or sexual misconduct.
- develop a relationship with any student that amounts to favouritism or 'grooming' behaviour.
- exaggerate or trivialise child abuse issues.
- use hurtful or offensive behaviour or language with students.
- fail to report information to police if you know or suspect within reasonable belief that a student has been abused.
- offer students alcohol, cigarettes, ecigarettes (vapes) or other illicit substances.
- show students pornographic images.
- share details of sexual experiences with students.
- use sexual language or gestures in the presence of students.
- initiate unnecessary physical contact with students or do things of a personal nature that students can do for themselves such as changing clothes.

- display behaviours or engage with students in ways that are not justified by the educational or professional context.
- ignore an adult's overly familiar or inappropriate behaviour towards a student.
- treat a child or student unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related to schoolwork or extra-curricular activities or where there is a safety concern or other urgent matter.
- photograph, video or share images of students that are not authorised by the College.
- consume alcohol or take illicit drugs in the College environment or at College or non-College events where students are present.
- ensuring, as far as practicable, that adults are not alone with a student – one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult.
- transport students by private vehicle unless another adult is present or there are multiple students present. All instances require endorsement by the relevant Head of School and permission sought from the parent/s via email or the Student Management System.
- engage in babysitting, mentoring, or tutoring a student out of work hours (without College approval and activity recorded in the Staff Conflict of Interest Register. enter changing facilities without first knocking or calling out to check on students.

Breaches to the Child Safety Code of Conduct

If Staff suspect that this Code of Conduct has been breached by another person in the College they are required to:

- act to prioritise the best interests of the student(s);
- promptly take actions to ensure the student(s) are safe;
- as soon as possible report the incident or concerns in accordance with the College's Mandatory Reporting policy and Responding to Suspected Child Abuse procedure..

Some breaches of this Code of Conduct may need to be reported to Victoria Police, or to the Commission for Children and Young People. The College's Mandatory Reporting policy and Responding to Suspected Child Abuse procedure provide more information about the College's reporting obligations to external authorities as well as describing protections and confidentiality provisions for anyone making a report.

Staff who breach this Code of Conduct may be subject to disciplinary action. This can include increased supervision, appointment to an alternative role, suspension or termination.

If the breach or suspected breach relates to the Principal, contact the Board Chair or the Deputy Principal.