



St Mary of the Cross Catholic Primary School

COMMUNITY CODE OF CONDUCT

Vision Statement

*We, at St Mary of the Cross,
are an inclusive and welcoming Catholic Community
of actively engaged learners.*

*We model Mary MacKillop's servant leadership,
to nurture compassionate and respectful individuals
who translate their beliefs into action.*

Purpose

This Code of Conduct has a specific focus in safeguarding children and young people at **St Mary of the Cross Catholic Primary School** against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes.

All staff, volunteers, contractors, clergy, parents guardians and Board members at St Mary of the Cross Catholic Primary School are expected to actively contribute to a school 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, parents/guardians and Board members are responsible for supporting the safety of children by:

- i. adhering to the school's Child Safety Policy and upholding the school's statement of commitment to child safety at all times
- ii. taking all reasonable steps to protect children from abuse
- iii. treating everyone in the school community with respect
- iv. listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused or that they are worried about their safety/the safety of another child
- v. 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)
- vi. 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)
- vii. promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)

- viii. Interactions between adults and children should take place in a visible space
- ix. reporting any allegations of child abuse to the school's leadership
- x. understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the *Crimes Act 1958*
- xi. reporting any child safety concerns to the school's leadership
- xii. if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe, taking appropriate steps to ensure the ongoing safety of the child (ren) (Refer Mandatory Reporting Policy)
- xiii. reporting to the Victorian Institute of Teaching any charges, committals for trial or convictions in relation to a sexual offence by a registered teacher, or certain allegations or concerns about a registered teacher.

Unacceptable behaviours

All staff, volunteers, contractors, clergy and board/school council members must not:

- I. ignore or disregard any suspected or disclosed child abuse
- II. develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- III. exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps)
- IV. put children at risk of abuse (for example, by locking doors)
- V. 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
- VI. engage in open discussions of a mature or adult nature in the presence of children (for example, personal social activities)
- VII. use inappropriate language in the presence of children
- VIII. express personal views on cultures, race or sexuality in the presence of children
- IX. discriminate against any child, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- X. have inappropriate contact with a child or their family outside of school
- XI. participate in unauthorised after hours tutoring, private instrumental/other lessons or sports coaching without the school's leadership knowledge and/or consent or the Board of Management's approval. Accidental contact such as seeing people in the street is appropriate.
- XII. have any online contact with a child of a personal nature, including by social media, email, instant messaging etc, or their family outside the normal student/teacher relationship. Providing families with e-newsletters or assisting students with their school work is appropriate.
- XIII. use any personal communication channels/device such as a personal email account
- XIV. exchange personal contact details such as phone number, social networking sites or email addresses
- XV. photograph or video a child without the consent of the parent or guardians
- XVI. publishing or sharing images or video of children outside the confines of the school network
- XVII. work with children whilst under the influence of alcohol or illegal drugs
- XVIII. consume alcohol or drugs at school or at school events in the presence of children.

Obligations

All staff, volunteers, contractors, clergy, parents/guardians and Board members of the School are bound by this Community Code of Conduct.

All parents, upon accepting a position at the School are bound by this Community Code of Conduct.

I, _____, confirm I have been provided with a copy of the above Code of Conduct.

Signed: _____ Date: _____