



Safeguarding Children and Young People Code of Conduct

Mazenod College

1st August 2016

DRAFT

Mazenod College, a Victorian Catholic Secondary Boy's school administered by the Oblates of Mary Immaculate, is committed to providing a safe learning environment for all of its students. All community members have a responsibility to minimise the risks that students may be subjected to and should immediately act upon any issue that comes to their attention.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at Mazenod College 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, and board members at Mazenod College 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, and board members are responsible for supporting the safety of children by

- Adhering to the school's child safe policy and upholding the school's commitment at all times
- Taking all reasonable steps to protect children from abuse
- Treating everyone in the school community 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 or that they are worried about their own safety or the safety of another child.
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children
- Promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse background (by having a zero tolerance of discrimination)
- Promoting the cultural safety, participation and empowerment of children with a disability
- Ensuring as far as practicable that adults are not alone with a child
- Reporting any allegations of child abuse to the Deputy Principal Students and to the school leadership team
- Understand and complying with all reporting obligations as they relate to Mandatory Reporting
- Reporting child safety concerns to the Deputy Principal Students or the Leadership team

- If allegations of child abuse is made, ensuring as quickly as possible, that the individual/s are safe
- 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

Staff and volunteers must not

- Ignore or disregard any suspected or disclosed child abuse
- Develop any relationships with children that could be seen as favouritism
- Exhibit behaviours with children which may be construed as unnecessarily physical
- 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
- 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 in regards to 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 (if the school has appointed someone to this role) 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 of a personal nature with a child (including by social media, email, instant messaging, etc.) or their family (unless necessary e.g. providing families with e-newsletters, or assisting students with school work)
- Use any personal communication channels/devices such as personal email accounts
- 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
- Consume illicit drugs at school or work with children whilst under the influence of alcohol or illegal drugs
- Consume alcohol at school or at school events in the presence of children unless authorised by the school governing. (Eg. Father Association events, Mothers Auxiliary events and Valedictory Dinner)

I _____ confirm I have been provided with the above code of conduct.

Signed _____

Date _____

