



Holy Trinity

Eltham North

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at Holy Trinity Primary School against sexual, physical, psychological and emotional abuse or neglect.

It is intended to complement child protection legislation, school policies/procedures and professional standards, codes or ethics as these apply to staff and personnel.

All employees, volunteers, contractors, clergy, school advisory board / works and maintenance / parents committee members Holy Trinity 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 employees, volunteers, contractors, clergy, school advisory board / works and maintenance / parents committee members when acting in this capacity are responsible for supporting the safety of children by:

- adhering to the school's child-safe policy and upholding the school's statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone in the school community with respect (modelling positive and respectful relationships and acting in a manner that sustains a safe, educational and pastoral environment)
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child have been abused or that they are worried about their safety/the safety of another child
- 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)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance policy towards discrimination)

- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- ensuring as far as practicable that adults are not alone with a child
- reporting any allegations of child abuse to the School's Leadership or the St Francis Xavier Parish Priest.
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic.)
- reporting any child safety concerns to the School's Leadership
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe.

Unacceptable behaviours

Employees and volunteers must not:

All employees, volunteers, contractors, clergy, school advisory board / works and maintenance / parents committee members when acting in this capacity are responsible for supporting the safety of children by:

- ignore or disregard any suspected or disclosed child abuse
- 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 sitting on laps)
- 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, such as toileting or 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 age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- have any online contact with a child (including by social media, email, instant messaging etc.) Unless necessary e.g. by providing families with newsletters or assisting students with their school work. For Holy Trinity employee online educational contact with students and families must be via the teacher school email address only.

- use any personal communication channels/device such as a personal email account to communicate with children in the school
- exchange personal contact details such as phone number, social networking sites or email addresses with children in the school
- photograph or video a child without the consent of the parent or guardians (with the exception of school performance DVD)
- work with children while under the influence of alcohol or illegal drugs
- consume alcohol or drugs at school or at school events in the presence of children. (The consumption of alcohol is permitted at the Works and Maintenance end of day BBQ and School Community Carols Night)
- have inappropriate contact with a child outside of school
- be involved in unauthorised after hours tutoring, private instrumental lessons or sport coaching without the consent of school leadership (this applies to Holy Trinity employees only)

***Child / Children** refers to an enrolled student /s of Holy Trinity Primary School*

***Inappropriate** refers to inappropriate touching of grabbing, comments or jokes of a sexual nature, grooming etc.*

I, _____ confirm that I have read and agree with a copy of the above Code of Conduct. I have sighted the school Holy Trinity Child Safe Code of Conduct document and agree it has been available for me to read.

I agree to abide by the Code of Conduct to ensure the safety of all children at Holy Trinity Primary School.

Signed: _____ Date: _____