

HUME CENTRAL SECONDARY COLLEGE CHILD SAFETY CODE OF CONDUCT POLICY

PURPOSE

The Child Safety Code of Conduct has a specific focus on safeguarding children and young people at Hume Central Secondary College against sexual, physical, psychological and emotional abuse or neglect.

All staff, volunteers and school council members at Hume Central Secondary College are expected to actively contribute to a school culture that respects the dignity of its members and follows the school's core values. 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 personnel of our school are responsible for supporting the safety of children by:

- adhering to the school's child safe policy and upholding the school's commitment to child safety at all times
- taking all reasonable steps to protect students 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 safety/or 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 of discrimination)
- promoting the safety, participation and empowerment of LGBTI (Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and Intersex) children
- 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 Hume Central Secondary College Child Safety Officer and Principal, and ensure any allegation is reported to the police or child protection
- reporting any child safety concerns to the Child Safety Officer
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe
- encouraging children 'to have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them

UNACCEPTABLE BEHAVIOURS

Staff and volunteers must not:

- 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 of specific children)
- exhibit or initiate behaviours with children that may be construed as unnecessarily physical contact
- put children at risk of abuse
- engage in open discussion 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 culture, race, ethnicity, disability or gender
- have organised contact with a child or their family outside the school without the knowledge and/or consent of the Child Safety Officer
- have any online contact (including by social media, email, instant messaging etc.) with the child or their family for any non-educational purposes
- exchange personal contact details such as phone number, social networking sites or personal email addresses, unless it supports student safety (e.g., providing mobile numbers to students on excursions, camps or international trips when conducting independent group activities)

This Code of Conduct to be endorsed/approved and dated by the School Council for review if legislative or other changes are required in the interim or no later than December 2023.



CHILD SAFETY CODE OF CONDUCT POLICY

Acknowledgment

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to the Hume Central Secondary College Child Safety Officer and/or Principal.

If you believe a child is at immediate risk of abuse phone 000.

I, _____, confirm I have been provided with a copy of the Hume Central Secondary College Child Safety Code of Conduct, and agree to adhere to this Code of Conduct.

Signed: _____

Contact Phone No: _____

Date: _____