



St. Dominic's Melton Code of Conduct

Vision Statement

As a Christ-centred community and in the tradition of St Dominic we nurture and inspire courage, truth and compassion. We value where we have come from and embrace the future.

We soar like the eagle and rise to the challenge.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at **St Dominic's** 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/school council members at **St Dominic's** 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

School staff hold a unique position of influence and trust that should not be violated or compromised. They should exercise their responsibilities in ways that recognise that there are limits or boundaries to their relationships with students.

All staff, volunteers, contractors, clergy and board members are responsible for supporting the safety of children by:

- acknowledging and actively enacting the belief that it is the responsibility of all within the community to protect the safety of children
- 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
- maintaining professional adult/child relationships at all times
- listening and responding to the views and concerns of children in an appropriate manner to uphold their safety, 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
- 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 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
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958
- reporting any child safety concerns to the school's leadership
- ensuring that the child(ren) are safe as quickly as possible if an allegation of child abuse is made,
- 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

The professional relationship between staff and students may be compromised if staff do not act with the best interests of the child in mind.

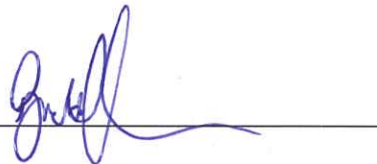
All staff, volunteers, contractors, clergy and board members must not:

- ignore or disregard any suspected or disclosed child abuse
- develop any relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- without a valid context accepts gifts, which could be reasonably perceived as being used to influence them, from students or their parents
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps) or initiate a sexual relationship with them
- put children at risk of abuse (for example, by locking doors)
- initiate unnecessary physical contact which children without a valid reason, 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) or sexual innuendo or inappropriate language or material with students
- 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 contact with a child or their family outside of school without the school's leadership 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 with a child (including by social media, email, instant messaging, letters, telephone, chat lines etc) or their family (unless necessary eg by providing families with e-newsletters or assisting students with their school work)
- use any personal communication channels/device such as a personal email account to communicate with a student or parent/guardian
- 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
- work with children whilst under the influence of alcohol or illegal drugs
- consume alcohol or drugs at school or at school events in the presence of children.

This commitment statement was endorsed by the Governing Authority of St Dominic's School on 19/07/2016



supported by



Fr Michael Moody
Parish Priest

Mr Brett Collison
Principal

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

Signed: _____ Date: _____