

Rationale

Bayview College is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment, which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

This Code of Conduct aims to protect children and young people and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, Ministerial Order 870, Department of Education policy, school policies and procedures and professional standards, codes, and ethics as these apply to staff, volunteers, Board Members and contractors.

The Principal and Leadership Team of Bayview College support implementation and monitoring of the Code of Conduct, and plan, implement, and monitor arrangements to provide inclusive, safe, and orderly campus and off-campus learning environments. The Principal provides regular policy updates and information to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers, and members of the Board of Bayview College are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below. Staff, volunteers, and contractors at Bayview College are required to abide by this Code.

In addition, teachers are required to observe the *Victorian Teaching Profession Codes of Conduct and Ethics* as required for ongoing registration with the Victorian Institute of Teachers. All Policies and procedures are in response to Ministerial Order 870.

Acceptable and Unacceptable behaviours

All personnel of Bayview College and any other member of the school community involved in child-related work are responsible for supporting and promoting the safety of children by:

- adhering to Bayview College Child Safe Policy
- upholding Bayview College Statement of Commitment to Child Safety at all times
- taking all reasonable steps to protect children from abuse
- treating students and families in the school community with respect both within the school environment and outside the school environment as part of normal social and community activities.
- listening and responding to the views and concerns of young people, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another
- promoting the cultural safety, participation, and empowerment of Aboriginal and Torres Strait Islander young people (for example, by never questioning a child's self-identification)
- promoting the cultural safety, participation, and empowerment of young people with culturally and/or linguistically diverse backgrounds
- promoting the safety, participation, and empowerment of young people with a disability
- ensuring that when adults are left alone with a child that all reasonable steps are taken to ensure the safety and wellbeing of the child

- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the *Crimes Act 1958*
- reporting any allegations of child abuse to Bayview College Deputy Principal/Child Safety Officer, and/or the Leadership Team, and ensure any allegation is reported to the police or child protection
- reporting any child safety concerns to Bayview College Deputy Principal/Child Safety Officer and/or the Leadership Team
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe and protected from harm.
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.
- 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

As staff, volunteers, contractors, and any other member of the school community involved in child-related work we must not:

- ignore or disregard any suspected or disclosed child abuse.
- develop personal relationships with children that could be perceived as grooming behaviour
- put young people at risk of abuse (for example, by locking doors)
- discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- discriminate against any child, because of culture, race, ethnicity, or disability
- use inappropriate language in the presence of children
- have inappropriate personal contact online or in person with a young person or their family outside of Bayview College (the provision of school related information E.g. e-communication or assisting with schoolwork is acceptable)
- use any personal communication channels/device such as a personal email account or exchange personal contact details such as phone number, social networking sites or email addresses except for school-sanctioned activities
- in the school environment or at other school events where students are present, consume alcohol (except for the Valedictory Dinner), or take illicit drugs under any circumstances
- Work with young people whilst under the influence of alcohol or illegal drugs
- Engage in any activity with a young person that is likely to harm them physically or emotionally
- Initiate unnecessary physical contact with a young person, or do things of a personal nature for them that they can do for themselves
- Be alone with a young person unnecessarily and for more than a short time
- Photograph or video a young person without the consent of the child and his/her parents or guardians
- express personal views on cultures, race, disability, or sexuality in the presence of children.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to Bayview College Child Safety Officer and/or the Leadership Team.

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

Organisational Duty of Care to prevent Child Abuse

I acknowledge that I have read and understood the following information/fact sheets given to me by Bayview College regarding legislation concerning organisational duty of care to prevent child abuse.

'Failure to Disclose' offence fact sheet

'Failure to Protect' offence fact sheet

Bayview College 'Child Safety Code of Conduct'

and understand my professional obligations in relation to each of the aforementioned documents.

Name _____

Signature _____

Date _____