

# CHILD SAFETY CODE OF CONDUCT

## CHILD SAFE RATIONALE

Victory Christian College has an overarching priority that all children in our care are safe, feel safe and that child abuse is non-existent in our community.

## INTRODUCTION

The Board, Leadership Team, staff, volunteers and contractors at Victory Christian College are required to abide by this Code of Conduct

On entering the site of Victory Christian College, we become representatives of this school and its Christian beliefs, ethos and values.

This Code of Conduct is in addition to the Staff Code of Conduct, VIT Code of Conduct & relevant Induction documents.

## IMPLEMENTATION

**All people involved in the care of children on behalf of Victory Christian College will:**

1. Work towards the achievement of the aims and purposes of the College;
2. Treat students with respect as people created in God's image. We will treat students the same way we would expect to be treated;
3. Be responsible for relevant administration of programs and activities in their area;
4. Maintain a duty of care towards others involved in these programs and activities;
5. Establish and maintain a child-safe environment in the course of their work;
6. Be fair, considerate and honest with others;
7. Treat children and young people with respect and value their ideas and opinions;
8. Act as positive role models in their conduct with children and young people;
9. Be professional in their actions;
10. Maintain strict impartiality;
11. Comply with specific College guidelines and policies on physical contact with children;
12. Comply with College guidelines in respect to counselling of individual students and use of College amenity blocks.
13. Respect the privacy of children, their families/carers and teachers, and only disclose information to people who have a need to know;
14. Maintain a child-safe environment for children and young people;
15. Operate within the policies and guidelines of Victory Christian College; and
16. Contact the police if a child is at immediate risk of abuse (telephone 000).

**No person shall:**

1. Shame, humiliate, oppress, belittle or degrade children or young people;
2. Unlawfully discriminate against any child;
3. Engage in any activity with a child or young person that is likely to physically or emotionally harm them;
4. Initiate unnecessary physical contact with a child or young person, or do things of a personal nature for them that they can do for themselves;
5. Use any form of aggressive physical contact;
6. Physically restrain a child who is trying to walk away, unless they are in imminent danger;

7. Be alone with a child or young person unnecessarily and for more than a very short time;
8. Develop a 'special' relationship with a specific child or young person for their own needs;
9. Show favouritism through the provision of gifts or inappropriate attention;
10. Arrange contact, including online contact, with children or young people outside of the College's programs and activities;
11. Photograph or video a child or young person without the consent of the child and his/her parents or guardians;
12. Work with children or young people while under the influence of alcohol or illegal drugs;
13. Engage in open discussions of a mature or adult nature in the presence of children;
14. Use inappropriate language in the presence of children; or
15. Do anything in contravention of the College's policies, procedures, or this Code of Conduct.

## **GUIDELINES REGARDING CONTACT WITH STUDENTS**

### **USE OF AMENITY BLOCKS**

When on site, staff volunteers & contractors should avoid using any the boys or girls toilets. The disabled toilets are available for staff use. On camps or excursions staff should avoid using student designated bathrooms, if at all possible.

The amenity blocks in the auditorium foyer are also available for staff, volunteers and contractors.

Staff, volunteers and contractors should never be the only adult in a change room if students are present.

### **COUNSELLING OF STUDENTS**

Being alone with a student in circumstances where he/she and you are not visible to other adults should be avoided.

Counselling of individual students may only be conducted in visible locations e.g. a classroom, the Principal's Office, the Chaplain's Office, the Deputy Principal's Office, a Interview Room, outside picnic table, a student study Area.

If any other area is used for counselling, at least two adults must be present. On camps and excursions, an open area accessible to and in view of others should be selected.

### **PHYSICAL CONTACT**

Any form of suggestive or inappropriate physical contact, e.g. inappropriate touching, kissing, hugging or a student sitting on an adult's lap must be avoided.

In some cases, where a staff member deems it to be appropriate for the comfort of a student, a hug is permissible providing it is: short in duration, around the shoulder area and side-on, and in public view.

### **ADMINISTERING FIRST AID**

All first aid (except in the case of emergency treatment whilst waiting for an ambulance) must be administered in the First Aid Room by trained staff. If first aid is required on camps and excursions the patient must remain with the group or vice versa.

If during a camp or excursion a single child is unable to join with the group due to medical reasons, two adults or one adult and a student friend of the child is to remain.



## **WHAT HAPPENS IF YOU BREACH THIS CODE OF CONDUCT?**

If you breach this Child Safety Code of Conduct you will face disciplinary action, including and up to termination of employment or cessation of engagement with Victory Christian College. You may also be referred to Victoria Police if the Principal, a Deputy Principal or the College Chaplain believes it is appropriate.

Any allegations of child abuse or charges made against a registered teacher will be immediately reported to the VIT.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to Victory Christian College Child Safety Officer(s) or the Principal.



## CHILD SAFETY CODE OF CONDUCT

I have read, understood and accepted the standards and expectations of the Board, Leadership Team, staff, volunteers and contractors at Victory Christian College, and I agree to adhere to this Code of Conduct:

Name: .....

Signature: ..... Date: .....

I have never been charged with child abuse and have never had an allegation of child abuse made against me.

Name: .....

Signature: ..... Date: .....