



This Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards students. The Code serves to protect students, reduce any opportunities for abuse or harm to occur, and promote child safety in the College environment. It provides guidance on how to best support students and how to avoid or better manage difficult situations. Where a staff member breaches the Code, Geelong Lutheran College may take disciplinary action, including in the case of serious breaches, summary dismissal. The College reviews the Code annually.

The College's College Council has endorsed this Child Safety Code of Conduct.

The Code applies to:

All staff members, including general staff and temporary or casual staff

- Volunteers
- Parents (Parents, Guardians and Caregivers)
- Third Party Contractors
- External Education Providers
- The College Council
- Teaching students on placement at the College
- Visitors

This Child Safety Code of Conduct set out below is designed to stand alone. It can also be incorporated, in whole or in part, into broader codes of conduct that are developed by the College.

Certain staff members, Volunteers and Contractors at the College may have professional or occupational codes of conduct that regulate their profession or occupation. These codes of conduct must also be complied with. In the event that the staff member, Volunteer or Contractor considers that there is a conflict between these codes of conduct and the Child Safety Code of Conduct in a particular matter, the relevant staff member, Volunteer or Contractor must seek advice from their profession or occupational body and/or a Child Protection Officer and must advise the Head of College of their proposed course of action.

This Child Safety Code of Conduct is made available to all Staff, Volunteers, Contractors, families and students via our public website.

DO:

- Behave as a positive role model to students
- Promote the safety, welfare and wellbeing of students
- Be vigilant and proactive with regard to student safety and child protection issues
- Provide age appropriate supervision for students
- Comply with guidelines published by the College with respect to child safety.
- Treat all students with respect
- Promote the safety, participation and empowerment of students with a disability
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse students
- Use positive and affirming language towards students
- Encourage students to 'have a say' and participate, and then listen to them with respect
- Respect cultural, religious and political differences.



- Help provide an open, safe and supportive environment for all students to interact, and socialise
- Intervene when students are engaging in inappropriate behaviour towards others or acting in a humiliating or vilifying way
- Report any breaches of this Child Safety Code of Conduct
- Report concerns about child safety to one of the College's Child Protection Officers and ensure that your legal obligations to report allegations externally are met
- Where an allegation of child abuse is made, ensure as quickly as possible that the student involved is safe
- Call the Police on 000 if you have immediate concerns for a student's safety
- Respect the privacy of students and their families and only disclose information to people who have a need to know

DO NOT:

- Engage in any form of inappropriate behaviour towards students or expose students to such behaviour
- Use prejudice, oppressive behaviour or inappropriate language with students
- Express personal views on cultures, race or sexuality in the presence of students or discriminate against any student based on culture, race, ethnicity or disability
- Engage in open discussions of an adult nature in the presence of students
- Engage in any form of sexual conduct with a student including making sexually suggestive comments and sharing sexually suggestive material
- Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a student can do for themselves, such as toileting or changing clothes
- Engage in any form of physical violence towards a student including inappropriately rough physical play
- Use physical means or corporal punishment to discipline or control a student, other than expressly outlined in the College's Restraint and Seclusion of Students Policy
- Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm
- Develop 'special' relationships with students that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students)
- Engage in undisclosed private meetings with a student that is not your own child.
- Engage in meetings with a child that is not your own, outside of school hours and without permission from the College and the child's parent
- Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student
- Take or publish (including online) photos, movies or recordings of a student without parental consent
- Post online any information about a student that may identify them such as their: full name; age; e-mail address; telephone number; residence; school; or details of a club or group they may attend
- Ignore or disregard any suspected or disclosed child abuse

Our Child Safety Program includes a Staff and Student Professional Boundaries Policy that provides detailed guidance for all adults at the College on how to maintain professional boundaries between students and adults at Geelong Lutheran College.



Agreement to the Child Safety Code of Conduct

A copy of this Child Safety Code of Conduct is provided to all Staff, Direct Contact Volunteers and Direct Contact Contractors at induction, or otherwise prior to them commencing work at the College. It is also communicated via refresher training at regular intervals for all Staff, Direct Contact Volunteers and relevant Contractors.

All Staff and Direct Contact Volunteers must sign an agreement to adhere to this Child Safety Code of Conduct prior to commencing work at the College.

This Child Safety Code of Conduct forms part of the contract between the College and Direct Contact Contractors. Therefore, all Direct Contact Contractors are deemed to have agreed to adhere to the Child Safety Code of Conduct upon signing the contract or upon commencing work at the College.

Consequences for Breach of the Child Safety Code of Conduct

Staff, Volunteers and Contractors who breach this Child Safety Code of Conduct may be subject to disciplinary actions that may result in a range of measures including (depending on the severity of the breach):

- remedial education
- counselling
- increased supervision
- the restriction of duties
- appointment to an alternate role
- suspension
- in the case of serious breaches, termination of employment, contract or engagement

Where any other member of the College Community breaches any obligation, duty or responsibility within the Child Safety Code of Conduct, Geelong Lutheran College will take appropriate action.

Report Any Concerns

The Program also includes information for members of the College Council, Staff and Direct Contact Volunteers as to how to identify key risk indicators of child abuse and how to report child abuse concerns to one of our College's nominated Child Protection Officers.

It also contains detailed procedures with respect to the reporting of child abuse incidents to relevant authorities.

Third Party Contractors, External Education Providers, Indirect Contact Volunteers, students, parents or other community members who have concerns that a child may be subject to abuse are asked to contact one of the College's Child Protection Officers.

Communications will be treated confidentially on a 'need to know basis'.

Whenever there are concerns that a child is in immediate danger, the Police should be contacted on 000.

Evaluation

This Code will be reviewed as part of the school's five-year review cycle.

College Council reviewed and adopted: July 2016

College Council reviewed and adopted: June 2020

Policy Reviewed: May 2022

College Council Adopted: June 2022