

CHILD AND YOUNG PERSON SAFETY CODE OF CONDUCT POLICY



LAUNCESTON
CHRISTIAN
SCHOOL

Introduction

A Child and Young Person Safety Code of Conduct clearly outlines expected standards of behaviour for all stakeholders interacting with children and young people in our School Environments, and the consequences if they fail to meet the School's expectations.

When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children and young people. When everyone is educated about the Code of Conduct and the reasons it is so important to uphold, the School environment becomes much more transparent and people are accountable for their behaviour.

Above all, a Child and Young Person Safety Code of Conduct helps to protect children and young people from harm. School environments include both physical and online environments, as well as those outside the School's grounds where School-related activities are occurring.

Scope

This Code applies to:

- all staff members, including non-teaching staff and temporary or casual staff;
- volunteers;
- children and young people;
- parents and guardians;
- third-party contractors and external education providers;
- members of the Board;
- teaching students on placement at the School; and
- visitors.

Our Child and Young Person Safety Code of Conduct is published on the School's public website and the staff intranet.

The School's Board has approved and endorsed this Child and Young Person Safety Code of Conduct and revises the Code annually.

In addition to our broad expectations for child-safe behaviour in all School Environments, the School has developed a comprehensive Maintaining Professional Boundaries Policy.

Policy Objectives

This Child and Young Person Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards children and young people.

The Code serves to protect children and young people, reduce any opportunities for abuse or harm to occur, and promote child and young person safety in the School Environments. It guides how to best support children and young people.

Where a Staff member breaches the Code, LCS may take disciplinary action, including in the case of serious breaches, dismissal.

Expectations

LCS has the following expectations of behaviours and boundaries for all adults interacting with students within our School community. This includes all teaching staff, non-teaching staff, LCS Board members, Volunteers, Third Party Contractors, External Education Providers and parents/guardians.

Are expected to:

- Uphold LCS's Child Safe Organisation Policy at all times.
- Behave as a positive role model for children and young people.
- Promote the safety, welfare and wellbeing of children and young people.
- Be vigilant and proactive concerning children and young people safety and child protection issues.
- Provide age-appropriate supervision for children and young people
- Comply with guidelines published by the School concerning child protection, specifically the School's Child Safe Organisation Policy and our Maintaining Professional Boundaries Policy.
- Treat all children and young people with respect.
- Promote the safety, participation and empowerment of children and young people with a disability.
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse children and young people.
- Use positive and affirming language towards children and young people.
- Encourage children and young people to 'have a say' and then listen to them with respect.
- Respect cultural, religious and political differences.
- Help provide open, safe and supportive environments for all children and young people to interact, and socialise.
- Intervene when children and young people are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way.
- Report any breaches of this Child and Young Person Safety Code of Conduct.
- Ensure that your legal obligations to report concerns about child safety or protection externally are met and that you also notify your concerns to the Principal or one of the School's Child Protection Officers.
- Where an allegation of child abuse is made, ensure as quickly as possible that the child or young person involved is safe.
- Call the Police on 000 if you have immediate concerns for a child or young person's safety.
- Respect the privacy of children and young people and their families and only disclose information to people who need to know.

Are expected **NOT** to:

- Engage in any form of inappropriate behaviour towards children and young people or expose children and young people to such behaviour.
- Use prejudice, oppressive behaviour or inappropriate language with children and young people.
- Express personal views on cultures, race or sexuality in the presence of children and young people or discriminate against any child or young person based on culture, race, ethnicity or disability.
- Engage in open discussions of an adult nature in the presence of children and young people.
- Engage in any form of sexual conduct with a child or young person 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 child or young person can do for themselves, such as toileting or changing clothes.

- Engage in any form of physical violence towards a child or young person including inappropriately rough physical play.
- Use physical means or corporal punishment to discipline or control a student.
- Engage in any form of behaviour that has the potential to cause a child or young person serious emotional or psychological harm.
- Develop 'special' relationships with children and young people that could be seen as favouritism (for example the offering of gifts or special treatment for specific children and young people).
- Engage in undisclosed private meetings with a child or young person who is not your child.
- Engage in inappropriate personal communications with a child or young person through any medium, including any online contact or interactions with a child or young person.
- Take or publish (including online) photos, movies or recordings of a child or young person without parental/guardian consent.
- Post online any information about a child or young person that may identify them such as their: full name; age; email 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 Safe Program includes a Maintaining Professional Boundaries Policy that provides detailed guidance for all staff, Volunteers, Third Party Contractors and External Education Providers on how to maintain professional boundaries between children, young people and adults at LCS.

Disciplinary Procedures

Where a Staff member breaches the Code, LCS may take disciplinary action, including in the case of serious breaches, dismissal.

Where any other member of the School community breaches any obligation, duty or responsibility within our Child and Young Person Safety Code of Conduct, LCS will take appropriate action.

Report Any Child Protection Concerns

All breaches and suspected breaches of the LCS's Child and Young Person Safety Code of Conduct must be reported to the Principal or the Board.

Our Child Safe Program also includes information for Staff members, LCS Board members, Volunteers, Third Party Contractors and External Education Providers on how to identify key risk indicators of child abuse, neglect or grooming and how to report child abuse or grooming concerns to relevant external authorities.

It also contains detailed procedures concerning the reporting of child abuse, neglect or grooming incidents to relevant authorities.

Communications will be treated confidentially on a 'need to know basis', and may be made without fear of victimisation or punishment. The victimisation of any person who discloses or alleges abuse or grooming, including where an allegation is unfounded, is strictly prohibited at the School and any such action is subject to disciplinary procedures.

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

Related Policies

Child Safe Organisation Policy

Maintaining Professional Boundaries Policy