

CHILD SAFETY CODE OF CONDUCT

RATIONALE

A Child Safety Code of Conduct lists behaviours that are acceptable and those that are unacceptable. It provides a statement of professional boundaries, ethical behavior and acceptable and unacceptable relationships.

All teaching staff, non-teaching staff, Board directors, volunteers (direct and indirect), third party contractors, external education providers and parents/carers are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children.

When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children. 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 Safety Code of Conduct helps to protect children from harm.

AIMS

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 school 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, Darul Ulum College may take disciplinary action, including in the case of serious breaches, summary dismissal.

DO:

- Adhere to Darul Ulum College of Victoria's Child Protection and Safety Policy and uphold Darul Ulum College of Victoria's statement of commitment to child safety at all times.
- Take all reasonable steps to protect students from abuse.
- Treat everyone with respect.
- Behave as a positive role model to students.
- Use positive and affirming language toward students.
- Promote the safety, welfare and wellbeing of students.
- Be vigilant and proactive with regards to student safety and child protection issues.
- Respect cultural, religious and political differences.
- Promote the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification).
- Promote the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination).
- Promote the safety, participation and empowerment of children with a disability (for example, during personal care activities).
- Ensure as far as practicable that adults are not left alone with a child.
- Provide age appropriate supervision for students.
- Comply with guidelines published by the School with respect to child protection.
- Help provide an open, safe and supportive environment for all students to interact, and socialise.



- Intervene when students are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way.
 - Report any allegations of child abuse to Darul Ulum College of Victoria's Child Safety Officer/ leadership, and ensure any allegation is reported to the police or child protection.
 - Report any child safety concerns to Darul Ulum College of Victoria's Child Safety Officer/ leadership.
 - If an allegation of child abuse is made, ensure as quickly as possible that all students are safe.
 - Encourage students to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.
 - Listen and respond to the views and concerns of children, 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.
 - Report any breaches of this Child Safety Code of Conduct.
 - 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.
 - 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. Teacher must not under any circumstances use any form of discipline that includes any type or threat of violence or engage in any form of behaviour which could cause physical, emotional or psychological harm to students.
 - Use physical means or corporal punishment to discipline or control a student.
 - Publicly discipline or humiliate a student as punishment or as an example to other students.
 - Throwing objects such as a duster or book at a student for any reason, including to obtain attention.
 - Avoiding or not responding appropriately to students for medical, first aid attention or genuine complaints.
 - Engage in purchase or sale of any kind with students.
 - Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm.
 - Engage in undisclosed private meetings with a student that is not your own child.
 - Organise unauthorised student activities after hours such as arranging meetings or activities alone with a student that are not within the school guidelines or that are without the informed approval of senior school management.
 - 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/carer 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.
- Develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- Express personal views on cultures, race or sexuality in the presence of children.
- Discriminate against any child because of culture, race, ethnicity or disability.
- Have contact with a child or their family outside of the organisation without the Child Safety Officer's knowledge and/or consent (for example, no babysitting). Accidental contact, such as seeing people in the street, is appropriate
- Have any online contact with a child or their family (unless necessary, for example providing families with e-newsletters)
- Ignore or disregard any suspected or disclosed child abuse.
- Publicly criticise students about their behaviour based upon their past conduct.
- Recite on students as a means of spiritual treatment/healing.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to Darul Ulum College of Victoria's Child Safety Officer / leadership.

Report any Concerns

The Child Safety Risk Management and Mandatory Reporting policies includes

information on how to identify key risk indicators of child abuse and how to report child abuse concerns to the School's nominated Child Safety 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 the School's Child Safety 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.

Abdurrahman Gokler
Principal

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Contact details

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