Safeguarding Children and Young People
Code of Conduct

Vision Statement
St. Brigid's is a Catholic community where children know they are valued and experience the love of God in an engaging and contemporary environment.

At St. Brigid's:

We believe in providing a welcome and open place of learning for those who wish to foster and develop Christian values based upon Jesus' own examples and teachings.

We believe in providing positive learning experiences as well as a positive environment that encourages and challenges students to take responsibility for their own learning.

We believe in providing a welcome, friendly and Child Safe environment where everyone is respected and treated fairly and justly.

We believe in acknowledging the vital role of parents in the education and faith development of their children.

We believe in building on the partnership that exists between school families, parish and the wider community.

Purpose
This Code of Conduct has a specific focus on safeguarding children and young people at St. Brigid's Catholic Primary School against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes.

All staff, volunteers, contractors, clergy and board/school council members at St. Brigid's Catholic Primary School are expected to actively contribute to a school culture that respects the dignity of its members and affirms the Gospel values of love, care for others, compassion and justice. They are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

Principles for adult behaviour at St. Brigid's Catholic Primary School

- The adult/student relationship should be professional at all times
- An adult's response to a student's behaviour or circumstances should be commensurate with the age and vulnerability of the student and the adult's responsibility for the care, safety and welfare of the child
- An adult should not be alone with a student unless there is a line of sight to other adults
- An adult should not initiate or seek physical contact or contact with students outside school.
Acceptable behaviours
All staff, volunteers, contractors, clergy and board members are responsible for supporting the safety of children by:

- Adhering to the St. Brigid’s Child Safe Policy and protocols, upholding the school’s commitment to child safety at all times.
- Taking all reasonable steps to protect students from abuse
- Treating everyone in the school with respect and impartiality
- Listening and responding to the views and concerns of students, particularly when alluding to abuse or safety for themselves or other students
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students
- Promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds
- Promoting the cultural safety, participation and empowerment of students with a disability
- Ensuring as far as practicable that adults are not alone with a student
- Reporting any allegations or concerns of child abuse and child safety to the principal or school’s leadership team in the absence of the principal
- Understanding and complying with all reporting obligations including Mandatory Reporting
- If an allegation has been made, ensuring as quickly as possible that the student is safe
- Reporting to the appropriate authority (e.g. VIT) committals, convictions or allegations relating to a child safety matter
- Ensuring that they have a current Working With Children’s Check or Police Check whilst working with students or working as a contractor within the school grounds

Unacceptable behaviours
All staff, volunteers, contractors, clergy and board members must not:

- Ignore or disregard any suspected or disclosed child abuse
- Exhibit behaviours with students which may be construed as unnecessary
- Put students at risk of abuse
- Initiate unnecessary physical contact with students or do things of a personal nature that a student can do for themselves (e.g. remove articles of clothing)
- Engage in open discussions of an adult nature in the presence of students
- Use inappropriate language in the presence of students
- Express personal views on culture, race or sexuality in the presence of students
- Photograph or video a student without consent of parents/guardians
- Work with students or attend school events whilst under the influence of alcohol or illicit drugs
- Consume alcohol at school or school events in the presence of students (other than outside of school hours at special events approved by the Principal)
- Consume drugs at school or at school events in the presence of children, unless in the case of a medical emergency
- Have contact with a child outside of school without consent from parents/guardians and knowledge of the Principal or Leadership Team (e.g. tutoring, sports coach, music lessons) *
- Have online contact (social media, personal email addresses, personal contact details) with a student unless related to a specific school or class purpose (e.g. Edmodo, school email, etc.) *

(*School families who volunteer in the school will be afforded the same rights as all families in regards to school events, communication and contact with other families beyond the school)

Attestation:
At present I am involved in the following activities which may bring me in contact with students from St. Brigid’s outside school hours:

I, _________________________________, confirm I have been provided with a copy of the above Code of Conduct and am aware that any breach of this code will result in a consequence which may affect my employment or opportunities to volunteer at St. Brigid’s.

Signed: ___________________________ Date: __________