



# Child Safe Code of Conduct

College values: RESPECT, COMMITMENT, INTEGRITY

John Fawkner College is committed to the safety and wellbeing of young people. The college community recognises the importance of, and the responsibility for, ensuring our college is a safe, supportive and enriching environment. At John Fawkner College we respect and foster the dignity and self-esteem of young people and enable them to thrive in their learning and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation.

Department policy, college policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal and college leaders of John Fawkner College will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly classrooms and other learning environments. The Principal and college leaders of John Fawkner College will also provide information and support to enable the Code of Conduct to operate effectively.

The Code of Conduct applies in all college situations including college camps and in the use of digital technology and social media.

All staff, contractors, volunteers and any other member of the college community involved in child related work are responsible for supporting the safety, participation, wellbeing and empowerment of young people by:

- adhering to John Fawkner College's child safe policy at all times / upholding John Fawkner College's statement of commitment to child safety at all times
- taking all reasonable steps to protect young people from abuse
- treating students and families in the college community with respect both within and outside the college environment as part of normal social and community activities
- agree to model our college values of Respect, Commitment and Integrity.
- listening and responding to the views and concerns of young people, particularly if they are telling you that they or another young person has been abused and/or are worried about their safety or the safety of another
- promoting the cultural safety, participation and empowerment of Indigenous young people
- promoting the safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds and by ensuring a zero tolerance approach to discrimination
- promoting the safety, participation and empowerment of children with a disability
- as a member of the Safe Schools Coalition, our staff will promote the safety and will not discriminate against young people who identify as Lesbian, Gay, Transgender, Bisexual or Intersexual
- ensuring as far as practicable that staff are visible to others when working with young people one on one

- reporting any allegations of child abuse to the appropriate member of the leadership team and ensure that allegations are reported to the police or child protection
- reporting any young person's safety concerns to the appropriate member of the leadership team
- if an allegation of child abuse is made ensure that mandatory reporting protocols are followed
- encouraging young people to 'have a say' in forums such as the SRC and their home group captain etc.

**Staff and volunteers must not:**

- develop any 'special' relationships with young people that could be seen as favouritism (for example, the offering of gifts or special treatment)
- exhibit behaviours with young people which may be construed as unnecessarily physical
- put young people at risk of abuse
- use inappropriate language in the presence of young people
- engage in open discussions of a mature or adult nature in the presence of young people (for example, personal social activities) or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context
- ignore behaviours by other adults towards students when they appear to be over familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivery of the education curriculum or therapeutic setting
- Use any personal communication channels/device such as a personal email account, mobile phone, social networking site to communicate with students except where that communication is directly related to the students schooling
- express personal views on ethnicity, race or sexuality in the presence of young people
- discriminate against any young person, including because of culture, race, ethnicity or disability
- Ignore or disregard any suspected or disclosed abuse
- In the college environment or at other college events, consume alcohol contrary to college policy (alcohol is not to be consumed by a staff member while on excursion or camps). Alcohol may be consumed in moderation and in line with the College Policy at the year 12 Formal.
- In the college environment or at other school events, consume illicit drugs at any time

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to the appropriate member of the leadership team at John Fawkner College.

I agree to adhere to this Code of Conduct:

Name: .....

Signature: .....

Date: .....