

Deepdene & Balwyn and Camberwell Parishes

Our Lady of Good Counsel School

Safeguarding Children and Young People

Code of Conduct

Central to the mission of Deepdene & Balwyn and Camberwell Parishes and Our Lady of Good Counsel Primary School is a commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spirituality, physically, intellectually, emotionally and socially. We hold the care, safety and wellbeing of our children as our fundamental responsibility and fully support the implementation of the child safe standards.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at Deepdene & Balwyn and Camberwell Parishes and Our Lady of Good Counsel Primary School, Deepdene against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement child protection legislation and the Catholic Archdiocese of Melbourne's "Code of Conduct for Caring for Children, May our children flourish" as well as other professional/occupational codes and relevant Child Safety Policies across the parishes and school.

All school and parish staff, volunteers, contractors, clergy, and parents and carers of children at the school at Deepdene & Balwyn and Camberwell Parishes and OLGC School are expected to actively contribute to a school and parish culture that respects the dignity of each person and affirms the Gospel values of love, gratitude, respect, empathy and courage. They are required to observe child safe principles and expectations for acceptable behaviour towards and in the company of children, as noted below.

In this document you will see references to the term, *socially related*. That term is intended to refer to families who have a friendly social relationship.

Acceptable behaviours

All school and parish staff, volunteers, contractors, clergy, and parents and carers of children at the school are responsible for supporting the safety of children by:

- adhering to the school and parish Child Safe Policy and upholding the Statement of Commitment to child safety at all times
- ensuring all reasonable steps are taken to protect children from abuse and harm
- supporting and promoting the cultural safety, participation and empowerment of all children, regardless of culture, language background or special needs
- ensuring as far as practicable, that adults are not alone with a child, unless this is consistent with their school or parish roles and responsibilities
- listening and responding to the views and concerns of children, particularly if they inform you that they or another child has been abused or that they are worried about their safety or the safety of another child

- reporting any allegations of child abuse to the police
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958 (Vic.)
- reporting any child safety concerns to the parish priest or the Vicar General if the concern relates to the parish priest or the child safety officer in the parish or school
- ensuring that the child is safe if an allegation of child abuse is made.

Unacceptable behaviours

All school and parish staff, volunteers, contractors, clergy, parents and carers must not:

- ignore or disregard any suspected or disclosed child abuse
- develop any inappropriate, unnecessary relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical (for example, inappropriate sitting on laps)
- put children at risk of abuse, (for example, by locking doors or being alone with a child with no good cause)
- initiate unnecessary physical contact with children or do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- manage disruptive or unsafe behaviour by degrading or isolating a child; corporal punishment is never acceptable. Physical restraint should only be used as a last resort or in an emergency
- engage in open discussions of a mature or adult nature in the presence of children (for example, personal details or social activities)
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- have contact with a child or their family who is/are not socially related outside of the pastoral duties reasonably associated with the role description of the person's position in the school or parish without the Parish Priest, School Principal or Child Safety Officer's knowledge and/or consent (other than accidental contact, such as seeing people in the street)
- have any online contact (including by social media, email, instant messaging etc.) with children or their family who is/are not family or socially related
- exchange personal contact details such as phone number, social networking sites or email addresses with a child or their family who is/are not family or socially related
- photograph or video a child without the consent of the parent or guardians
- work with children while under the influence of alcohol or illegal drugs
- consume drugs (other than for medical purposes) on parish premises or at parish events.

I..... have read, accept and agree to act in accordance with all elements as stated in this Code of Conduct.

...../...../.....
Signed	Date
...../...../.....
Parish Priest	Date