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|  BERWICK COLLEGE POLICY | TITLE | CHILD SAFETY CODE OF CONDUCT | | |
| | VERSION/YEAR | 4/2024 | | |
| | PUBLISHED LOCATIONS | COMPASS, WEBSITE, STAFF HANDBOOK, ENROLMENT PACK | | |
| | CONSULTATION | COLLEGE COUNCIL 08/05 & 21/05/24, STAFF 06/05/2024 | | |
| | ISSUE DATE | MAY/2024 | | |
| | REVIEW DATE | MAY/2026 | | |
| | REVIEWED BY | ASSISTANT PRINCIPAL | APPROVED BY | COLLEGE COUNCIL |
| PURPOSE: | <ul style="list-style-type: none"> To ensure that Berwick College policies and procedures accurately reflect the College operations, directions, educational philosophy and goals and meet all legislative, compliance and duty of care requirements. To provide policy and procedure direction to all staff, students, parents and volunteers of Berwick College. | | | |
| BACKGROUND: | <ul style="list-style-type: none"> Berwick College seeks to establish and maintain a high level of professional standards in relation to all activities within the College. This policy is in accord with the College's Mission Statement, Values and Service Standards. | | | |
| RELATED DOCUMENTS: | <ul style="list-style-type: none"> Ministerial Order 1359 DET Child Protection and Child Safe Standards | | | |

RATIONALE:

Our Child Safety Code of Conduct sets out the expected behaviour of adults with children and young people in our school.

All Berwick College staff, volunteers, contractors, service providers, school council members and any other adult involved in child-connected work must follow the Child Safety Code of Conduct.

The Child Safety Code of Conduct applies to all physical and online environments used by students. It also applies during or outside of school hours and in other locations provided by the school for student use (for example, a school camp).

IMPLEMENTATION:

Berwick College is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

The Child Safety Code of Conduct including the declaration (Appendix A) will be provided to all new staff as part of their induction to Berwick College.

Acceptable Behaviours

As Berwick College staff, volunteers, contractors, and any other member of our school community involved in child-connected work, we are responsible for supporting and promoting the safety of children by:

- upholding our [Statement of Commitment to Child Safety](#) at all times and adhering to our Child Safety Policy
- treating students and families in our school community with respect in our school environment and outside our school environment as part of normal social and community activities
- listening and responding to the views and concerns of students, particularly if they disclose that they or another child or student has been abused or are worried about their safety or the safety of another child or student
- promoting the cultural safety, participation and empowerment of Aboriginal students, students with culturally and/or linguistically diverse backgrounds, students with a disability, international students, students who are unable to live at home and lesbian, gay, bisexual, transgender and intersex (LGBTIQA+) students
- ensuring, as far as practicable, that adults are not alone with a student – one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult
- reporting any allegations of child abuse or other child safety concerns to a principal class officer, wellbeing team member or teacher

- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our [Child Safety Responding & Reporting](#) policy and procedures and the [PROTECT Four Critical Actions](#).
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

Unacceptable behaviours

As Berwick College staff, volunteers, contractors and member of our school community involved in child-connected work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, by offering gifts)
- display behaviours or engage with students in ways that are not justified by the educational or professional context
- ignore an adult's overly familiar or inappropriate behaviour towards a student
- discuss intimate topics or use sexualised language, except when needed to deliver the school curriculum or professional guidance
- treat a child or student unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity
- communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related to schoolwork or extra-curricular activities or where there is a safety concern or other urgent matter
- photograph or video a child or student in a school environment except in accordance with the [Photographing, Filming and Recording Students policy](#) or where required for duty of care purposes
- consume alcohol against school policy or take illicit drugs in the school environment or at school events where students are present
- have contact with any student outside of school hours except when needed to deliver the school curriculum or professional guidance and parental permission has been sought.

Breaches to the Child Safety Code of Conduct

All Berwick College staff, volunteers, contractors and any other member of the school community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial instrument, professional code or terms of engagement.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the Department of Education Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Berwick College Child Safety Code of Conduct must be reported to the principal and or principal class officers.

If the breach or suspected breach relates to the principal, contact the Regional Director.

If you need help to understand this policy, please contact the Administration on 8768 1000.

EVALUATION:

- This policy will be reviewed every two years.

APPENDIX A: STAFF DECLARATION

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to Berwick College’s leadership. If you believe a child is at immediate risk of abuse phone 000 and notify the Child Safety Champion, the Assistant Principal overseeing Wellbeing or a principal class officer.

I have read and agree to adhere to this Staff Code of Conduct (Child Safe Standards):

Name:Signature:Date: __ __ / __ __ / __ __

I declare that I am in contact with the following child/family enrolled at the College outside of College hours of business.
