



Child Protection Code of Conduct

Waverley Christian 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.

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

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

All staff, contractors, volunteers and any other member of the school community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

DEFINITIONS

This Code of Conduct is to be read in light of the following definitions:

Child means a person below the age of 18 years unless, under the law applicable to the child, majority is attained earlier.

Child protection means any responsibility, measure or activity undertaken to safeguard children from harm.

Child abuse includes—

- a. any act committed against a child involving—
 - i. a sexual offence; or
 - ii. an offence under section 49B(2) of the *Crimes Act 1958* (grooming); and
- b. the infliction, on a child, of—
 - i. physical violence; or
 - ii. serious emotional or psychological harm; and
- c. serious neglect of a child

Child sexual assault is any act which exposes a child to, or involves a child in, sexual processes beyond his or her understanding or contrary to accepted community standards. Sexually abusive behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, fondling of breasts, voyeurism, exhibitionism, and exposing the child to or involving the child in pornography. It includes child grooming, which refers to actions deliberately undertaken with the aim of befriending and establishing an emotional connection with a child to lower the child's inhibitions in preparation for sexual activity with the child.

School environment means any physical or virtual place made available or authorised by the school governing authority for use by a child during or outside school hours, including:

- a campus of the school
- online school environments (including email and intranet systems)
- other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, and other events).

STAFF AND VOLUNTEERS MUST:

All personnel of Waverley Christian College are responsible for supporting the safety, participation, wellbeing and empowerment of children by upholding the College's Statement of Commitment to Child Safety at all times and:

- Adhering to Waverley Christian College Child Protection Policy at all times
- Treating students and families in the school community with respect, both within the school environment and outside the school environment as part of normal social and community activities
- Taking all reasonable steps to protect children from abuse
- Act as positive role models in their conduct with children and young people;
- Comply with specific organisational guidelines on physical contact with children;
- Respect the privacy of children, their families and teachers/carers, and only disclose information to people who have a need to know;
- Establish and maintain a child-safe environment in the course of their work
- Listening and responding 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
- Challenging strangers. Any person on site during school hours who is not accompanied by a staff member, or is not wearing a WCC identification tag – staff member, CRT, Visitor or Contractor – is to be challenged regarding their business on the school premises. Do not assume that because someone is walking through the school premises that they have permission to do so. It is better to challenge someone than to allow a stranger to access to the students. Parents will understand that you are acting in the best interest of their children and the other students in the school.
- Promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification)
- Promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- Promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- Ensuring as far as practicable that adults are not left alone unnecessarily with a child
- Reporting any allegations of child abuse to a Head of School or Deputy Principal, and ensure any allegation is reported to the police or child protection
- Understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- If an allegation of child abuse is made, ensure as quickly as possible that the child/ren are safe
- Operate within all policies and guidelines of Waverley Christian College; and
- Contact the police if a child is at immediate risk of abuse (telephone 000).

STAFF AND VOLUNTEERS MUST NOT:

- Shame, humiliate, oppress, belittle or degrade children or young people;
- Engage in any activity with a child or young person that is likely to cause serious physical or emotional harm;
- Develop any 'special' relationships with children for their own needs, or that could be seen as favouritism (for example, the repeated offering of gifts or special treatment for specific children). Staff are also requested to make a declaration to their Head of School when they have received gifts of significant value, such as 'thank you gifts', from parents or students.
- Be alone with a child or young person unnecessarily and for more than a very short time (unless as a result of undertaking professional care towards that child e.g. nursing, counselling, psychology etc. or as a normal function of providing educational support e.g. subject tuition, and in these situations, appropriate context and location need to be considered and declarations made to the College of the students involved).
- Exhibit behaviours with children which may be construed as unnecessarily physical (e.g. inappropriate sitting on laps)
- Put children at risk of abuse
- Do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- Discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting.
- Use inappropriate language in the presence of children
- Ignore behaviours by other adults or students towards students when they appear to be overly familiar or inappropriate
- Treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity
- Take any inappropriate photographs or video of a child or young person or use existing photographs or video in an inappropriate manner (such as uploading to inappropriate sites, apps, chatrooms etc.)
- Have inappropriate contact with a child or their family outside of school (after hours tutoring, private instrumental/other lessons or sport coaching etc that occurs in the context of the child's education and with the school leadership's knowledge is appropriate). Contact, such as normally occurs in the context of church attendance, small groups and youth activities, is appropriate.
- Have any inappropriate online contact with a child (including by social media, email, instant messaging etc.) or their family
- Exchange personal contact details such as phone number, social networking sites or email addresses, except for the purpose of carrying out educational activities or where duty of care exists.
- Ignore or disregard any suspected or disclosed child abuse.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to any member of Waverley Christian College's Senior Management Team.

If you believe a child is at immediate risk of abuse phone 000.

WHAT HAPPENS IF YOU BREACH THIS CODE OF CONDUCT?

If you breach this Child Protection Code of Conduct, you will face disciplinary action, including and up to termination of employment or cessation of engagement with Waverley Christian College.

I agree to adhere to this Code of Conduct:

Name:

Signature:

Date:

SMT Member to Review	Deputy Principal	Date Reviewed	Sept-16	Next Review Date	Jul-18
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