



Child Safe Program

Child Safe Code of Conduct

This Child Safe Code of Conduct outlines appropriate standards of behaviour for all adults in the College environment towards students. The Code serves to protect students, reduce any opportunities for abuse or harm to occur, and promote child safety in the College environment. It provides guidance on how to best support students and how to avoid or better manage difficult situations.

It is the College's policy that any breach of the Child Safe Code of Conduct is a child safety incident.

The College reviews the Child Safe Code of Conduct annually. The Board of Directors has endorsed this Child Safe Code of Conduct.

Our Child Safe Code of Conduct is published on our public website.

Our Child Safety Program also includes a Staff and Student Professional Boundaries policy that provides detailed guidance for all Staff, Volunteers, Contractors and External Education Providers on how to maintain professional boundaries between students and adults at Noosa Christian College.

Scope

The Child Safe Code of Conduct applies to:

- the Principal and the Management Team
- all staff members, including non-teaching Staff and temporary or casual Staff
- all Volunteers
- all Contractors
- External Education Providers
- teaching students on placement at the College
- Visitors (parents/carers and other adult family members of students).

This group is together referred to as "the College Community" for the purposes of this Code.

The Child Safe Code of Conduct applies in all College environments. College environments include both physical and online environments, as well as any environment (including those outside the

Collegé's grounds) where Collegé-related activities are occurring.

The Code

Each adult member of the Collegé community is responsible for promoting the safety and wellbeing of students by adhering to the following standards of behaviour:

Do:

- Uphold Seventh-day Adventist Schools (South Queensland) Limited & Seventh-day Adventist Schools (Northern Australia) Limited Statement of Commitment to Child Safety and Wellbeing at all times.

- Comply with applicable guidelines published by the Collegé with respect to Child Safety, such as the Collegé's Staff and Student Professional Boundaries policy, and the Child Safety Behavioural Guidelines for Specific Circumstances.
- Behave as a positive role model to students.
- Promote the protection, safety and wellbeing of students.
- Be vigilant and proactive with regard to student safety and child protection issues.
- Provide age-appropriate supervision for students.
- Treat all students with respect.
- Promote the safety, participation and empowerment of students with disability.
- Promote the cultural safety, participation and empowerment of linguistically and/or culturally diverse students and Aboriginal and Torres Strait Islander students.
- Use positive and affirming language towards students.
- Encourage students to 'have a say' and then listen to them with respect.
- Respect cultural, religious and political differences.
- Help provide an open, safe and supportive environment for all students to interact and socialise.
- Intervene when students are engaging in bullying or inappropriate behaviour towards others, for example humiliating or vilifying others.
- Ensure as far as practicable that adults are not left alone with a child.
- Report any breaches of this Child Safe Code of Conduct.
- Report concerns about child safety to one of the Collegé's Child Safety Advocates and ensure that your legal obligations to report child abuse or other harm externally are met.
- Where an allegation of child abuse or other harm is made, ensure as quickly as possible that the student involved is safe.
- Call the Police on 000 if you have immediate concerns for a student's safety.

- Respect the privacy of students and their families and only disclose information to people who have a need to know.

Do Not:

- Engage in any form of inappropriate behaviour towards students or expose students to such behaviour.

- Engage in prejudicial or oppressive behaviour or use inappropriate language with students.
- Express personal views on cultures, race or sexuality in the presence of students that could discriminate against any student based on culture, race, ethnicity or disability.
- Engage in open discussions of an adult nature in the presence of students.
- Engage in any form of sexual conduct with a student including making sexually suggestive comments and sharing sexually suggestive material.
- Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a student can do for themselves, such as toileting or changing clothes.
- Engage in any form of physical violence towards a student including inappropriately rough physical play.
- Use physical means or corporal punishment to discipline or control a student.
- Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm.
- Develop 'special relationships' with students that could be seen as favouritism (for example the offering of gifts or special treatment to specific students).
- Engage in undisclosed private meetings with a student who is not your own child.
- Engage in activities with a student who is not your own child, outside of school hours and without permission from the student's parent/carer.
- Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student.
- Take or publish (including online) photos, movies or recordings of a student without parental/carer consent.
- Post identifying information about a student online unless it is necessary for the College's activities or you have consent from the student and/or their parent/carer. Identifying information includes things such as the student's full name, age, e-mail address, telephone number, residence, school, or details of a club or group they may attend.
- Ignore or disregard any suspected or disclosed child abuse or other harm.

Agreement to Child Safe Code of Conduct

A copy of the Child Safe Code of Conduct is provided to all Staff, relevant Volunteers and relevant Contractors prior to them commencing work at the College. It is also communicated via annual refresher training for all Staff, as well as relevant Volunteers and Contractors.

All Staff, and Direct Contact and Regular Volunteers must agree, either in writing or online/electronically, to adhere to the Child Safe Code of Conduct prior to commencing work at the College.

The Child Safe Code of Conduct forms part of the contract between the College and any Direct Contact and Regular Contractors. Therefore, all Direct Contact and Regular Contractors are deemed to have agreed to adhere to the Child Safe Code of Conduct upon signing the contract or upon commencing work at the College.

A copy of the Child Safe Code of Conduct is provided to parents/carers, who must agree, either in writing or online/electronically, to abide by the Child Safe Code of Conduct on enrolment.

Report Any Concerns

It is the College's policy that any breach of the Child Safe Code of Conduct is a child safety incident.

All Staff, Direct Contact and Regular Volunteers, and Direct Contact and Regular Contractors who witness, or suspect, any breach of the Child Safe Code of Conduct must report their concern internally and, if required, also externally.

Students are provided with information about and encouraged to use multiple pathways to report child safety incidents or raise concerns about or at the College, including breaches of the Child Safe Code of Conduct. These include informal and formal ways, an 'anonymous' way, and external child advocacy or child safety organisations. For more information, refer to [Child Safety Complaints Management](#).

Parents/carers, family members or other community members who witness or suspect that there has been a breach of this Code of Conduct, or have concerns that a child or young person associated with the College may be subject to abuse or harm from a member of Staff, a Volunteer or a Contractor, should contact the College's Senior Child Safety Advocate Jackson Davies, by phoning 07 5447 7808 or emailing jackson.davies@noosacc.qld.edu.au, or the Principal, or if the concern relates to the Principal, the Education Director.

You can also raise a concern through the College's Complaints Handling Policy.

Communications will be treated confidentially on a 'need to know basis'.

Whenever there are concerns that a child or young person is in immediate danger, the Police should be contacted on 000.

Responding to Breaches of the Child Safe Code of Conduct

Our Procedures for Responding to and Reporting Child Safety Incidents and Concerns include:

- information for Staff, including stated staff members to whom a student may report inappropriate behaviour by another staff member, and relevant Volunteers and Contractors about how to identify key indicators of child abuse and other harm, including how to identify inappropriate behaviour by other staff members
- a requirement to report all child safety incidents or concerns, including inappropriate behaviour by staff members, internally
- setting out how to report child safety incidents or concerns, including inappropriate behaviour by other staff members, to relevant external authorities
- detailed procedures setting out the College's response to child safety incidents or concerns that occur at or involve the College or its Staff, Volunteers and Contractors
- a Child Safety Program Breach Management Plan, which sets out possible consequences for breaching the Child Safe Code of Conduct.

Consequences of Breaching the Child Safe Code of Conduct

Staff (including the Management Team and Principal), Volunteers and Contractors who breach the Child Safe Code of Conduct may be subject to disciplinary actions that could include (depending on the severity of the breach):

- remedial education
- counselling
- increased supervision
- the restriction of duties
- appointment to an alternate role
- suspension
- in the case of serious breaches, the termination of employment, contract or engagement.

Where any another member of the College community breaches any obligation, duty or responsibility within our Child Safe Code of Conduct, Noosa Christian College will take appropriate action.

For more information refer to our [Child Safety Breach Management Plan](#).