

CHILD SAFETY CODE OF CONDUCT

CODE OF CONDUCT FOR BOARD MEMBERS, EMPLOYEES, VOLUNTEERS AND CONTRACTORS WORKING WITH CHILDREN AND YOUNG PEOPLE

All Board Members, Staff, Volunteers, Contractors and Home-stay Provider Companies and Home-stay Host Families of Tintern Grammar are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

All personnel of Tintern Grammar are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to the Tintern Grammar child safe policy at all times
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child have been abused and/or are worried about their safety or the safety of another child
- promoting the cultural safety, participation and empowerment of Indigenous 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 with a child
- reporting any allegations of child abuse to Tintern Grammar's nominated Child Safety Officers who are the Director of Student Welfare Services and the Chaplain. Or you can report to a member of the Executive Team, and ensure any allegation is reported to the police or child protection
- reporting any child safety concerns to Tintern Grammar's nominated Child Safety Officers or a member of the Executive Team
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) is/are safe
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

Staff and Volunteers must not:

- develop any 'special' 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. Please note: Sitting on laps could be appropriate sometime, for example while reading a storybook to a small child in an open plan area)
- put children at risk of abuse (for example, by locking doors while a child is in the room unsupervised)
- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes

TINTERN GRAMMAR

- engage in open discussions of a mature or adult nature in the presence of children (for example, regarding the adult's personal 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 culture, race, ethnicity or disability
- with the exception of situations where there are pre-existing family friendship groups OR where a staff member may be related to a school family, have contact with a child or their family outside of our organisation without a Tintern Grammar Child Safety Officer's knowledge and/or consent. For example, babysitting is a problematic issue and is generally unacceptable, but may be acceptable in some situations - such as, where families are related. Child safety/wellbeing and sound judgement are the guiding factors in such matters, and advice can be sought from a Child Safety Officer. Please note: accidental contact, such as seeing a school family in the street, or at a shopping centre or sporting event etc. is not inappropriate and does not require a Child Safety Officer to be contacted
- have any online contact with a child or their family (unless necessary, for example providing families with e-newsletters)
- ignore or disregard any suspected or disclosed child abuse.
- work with children while under the influence of alcohol or illegal drugs
- shame or humiliate children
- photograph or video a child without the consent of a child or his/her guardian

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Tintern Grammar's nominated Child Safety Officers or a Member of the Executive Team.

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

I agree to adhere to this Code of Conduct:

Name:

Signature:

Date: