

## CHILD SAFETY-CODE OF CONDUCT

All staff, volunteers and board members of Bhavani School are required to observe child safe principles and expectations for appropriate behavior towards and in the company of children, as noted below.

### 1.0 PURPOSE

The purpose of this code of conduct is to:

- Promote child safety in the school environment;
- Set standards about the ways in which individuals working in the school environment are expected to behave and conduct themselves when interacting with our students;
- Outline the possible consequences should this code of conduct be breached.

### 2.0 SCOPE

All individuals who are working in the school environment are required to comply with this code of conduct. Such individuals, referred to as staff in this policy, include those who are:

- Directly engaged or employed by School, such as its teachers, non-teaching staff and specialist coaches;
- a volunteer or a contracted service provider;

The school environment is any physical or virtual place made available or authorized by school for use by a child during or outside school hours, and includes:

- Online school environments including our email and intranet systems; and
- Other locations provided by school for our student's use, including locations used for school camps, sporting events, excursions, competitions, and other events.

### 3.0 STANDARDS OF CONDUCT

School staff are responsible for supporting the safety, participation, wellbeing, and empowerment of children and are expected to behave with children by:

- Respecting their privacy.
- Protecting them from violence, abuse, bullying, torment, ridicule, and neglect.
- Respecting the language and customs of their family.
- Avoiding covert or overt sexual behaviors when interacting with them
- Maintaining appropriate physical and emotional boundaries when in their presence.
- Refraining from using or possessing illegal drugs or alcohol when working with them
- Being positive role models.
- Treating everyone with respect when in their presence
- 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.
- Promoting the emotional, physical, and cultural safety of all children

- Immediate reporting any allegations of child abuse to the relevant Administrator and/or School Counsellor.
- Reporting any child safety concerns to the relevant Administrator and/or School Counsellor.
- Responding promptly if an allegation of child abuse is made and as quickly as possible, ensuring that the child(ren) is safe.
- Encouraging students to have a voice and participate in all relevant school activities where possible, especially on issues that are important to them.
- Using online contact with students and their families only for educational or relevant school purposes; adhering to the School Communications Technologies and Social Networking Policy

SCHOOL staff must not instigate inappropriate behaviors with children that include but are not limited to the following:

- Develop any 'special' relationships with children that could be favoritism (for example, the offering of gifts or special treatment for specific children).
- Exhibit behaviors with children which may be construed as unnecessarily or inappropriately physical.
- 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.
- Engage in open discussions of a mature or adult nature in the presence of children.
- Use inappropriate language in the presence of children.
- Express personal views in a discriminatory or demeaning way on cultures, race, or sexuality in the presence of children.
- Discriminate against any child, because of (but not limited to) culture, race, sex, ethnicity, or disability.
- Engage in inappropriate contact with a student via social media platforms.
- Engage in inappropriate contact via phone call or messaging.
- Accept or send 'friend' or contact requests on Facebook, Instagram, Twitter, etc.
- Initiate contact with a School child or their family outside of our organization without the relevant Administrator's knowledge and/or consent (for example, no babysitting or private tutoring) providing that appropriate contact would be accidental contact, such as seeing people in a public place or the child of a staff member having a playdate with a peer.
- Ignore or disregard any suspected or disclosed child abuse.

### 3.1 TEACHERS

Teachers are specifically required to abide by the principles relating to relationships with students as set out in the Teaching Profession Code of Conduct. These principles include:

- Knowing their students well, respecting their individual differences and catering for their individual abilities.
- Work to create an environment which promotes mutual respect.
- Model and engage in respectful and impartial language.
- Protect students from intimidation, embarrassment, humiliation, and harm.
- Respect a student's privacy in sensitive matters.
- Interact with students without displaying bias or preference.
- Do not violate or compromise the unique position that a teacher holds of influence and trust in their relationship with students.

### 3.2 SCHOOL COUNSELLORS

As registered mental health professionals, school counsellors should also adhere to the ethical code, guidelines, and policies of the school strictly.

### 3.3 SPORTS AND RECREATION

Coaches, staff members and volunteers involved in coaching, training, or assisting students during sporting and recreation activities should adopt practices that assist children to feel safe and protected, including:

- Using positive reinforcement and avoiding abusive, harassing, or discriminatory language
- Coaching students to be "good sports".
- If physical contact with a student by a coach or other adult is necessary during a sport or other recreational activity, then explain the reason for the contact and ask for the student's permission.
- Avoid where possible situations where an adult may be alone with a student such as in a dressing or change room, first aid room, dormitory or when the student needs to be transported in a vehicle.

### 3.4 SCHOOL NURSES

Nurses are responsible for maintaining their professional and personal boundaries when providing care to our students. This care is likely to include personal contact with a student. Nurses are to abide by the minimum standards for practice as set out in the current Code of Professional Conduct which provides:

- Nurses practice in accordance with the standards of their profession.

- Nurses respect the dignity, culture, ethnicity, values, and beliefs of people receiving care and treatment.
- Nurses treat personal information obtained in a professional capacity as private and confidential.
- Nurses promote and preserve the trust and privilege inherent in their relationship with those in their care.

### **3.5 BOARDING HOUSE STAFF**

The Boarding House staff are responsible for safeguarding and promoting the welfare of students for whom accommodation is provided by School. Boarding House staff have additional responsibilities in relation to their conduct and behavior towards children:

- Supervision of boarding house buildings or grounds for security purposes should not intrude unreasonably on the boarder's privacy.
- Ensuring privacy for boarders when toileting and washing.
- Protecting students from intimidation, embarrassment, humiliation, and harm.
- Ensuring that any permitted boarder access to staff accommodation does not involve inappropriate favoritism or inappropriate one-to-one contact between staff and boarders.

### **4.0 BREACH OF THIS CODE**

Staff who breach this code of conduct will be liable to disciplinary action in accordance with School's disciplinary policies. Such disciplinary action will be dealt with on a case by case basis and will be at the discretion of the Principal or appointed delegate.

Contractors and volunteers of School who breach this code of conduct may face termination of their engagement with School. Employees of contractors or sub-contractors may also be refused permission to continue working in the school environment.

In appropriate cases, a breach may be referred to the Police and/or a regulatory body.

### **5.0 IMPLEMENTATION AND REVIEW**

The School community will be informed about this policy. It will publicly be available on the School website and communicated in the School's newsletters.

This policy will be reviewed at least every 2 years and otherwise as often as circumstances require.