



**WHITEFRIARS**  
CATHOLIC COLLEGE FOR BOYS

## **SAFEGUARDING CHILDREN AND YOUNG PEOPLE CODE OF CONDUCT**

Whitefriars College reflects the tradition of the Carmelites who actively seek to live in God's presence by walking in the way of Jesus Christ. The College provides a Catholic Education for boys where excellence is valued and all are challenged to achieve their best. This education aims to empower young men to live with integrity through experiences of community and prayer and through a sensitivity to justice. It assists them to take their place in society as valued individuals, alive with the wisdom of the Gospel.

### **Purpose**

This Code of Conduct has a specific focus on safeguarding children and young people at **Whitefriars College** against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes.

All staff, volunteers, contractors, clergy and board/school council members at **Whitefriars College** are expected to actively contribute to a school culture that respects the dignity of its members and affirms the Gospel values of love, care for others, compassion and justice. They are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

### **Acceptable Behaviours**

All staff, volunteers, contractors, clergy, and board members are responsible for supporting the safety of children by:

- Adhering to the school's child safe policy and upholding the school's commitment at all times
- Taking all reasonable steps to protect children from abuse
- Treating everyone in the school community with respect and dignity
- Listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused or that they are worried about their own safety or the safety of another child
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children
- Promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse background (by having a zero tolerance of discrimination)
- Promoting the cultural safety, participation and empowerment of children with a disability
- Ensuring as far as practicable that adults are not alone with a child
- Report promptly any allegations of child abuse to the Deputy Principal (Students)
- Understand and complying with all reporting obligations as they relate to Mandatory Reporting
- Report promptly child safety concerns to the Deputy Principal (Students)
- If allegations of child abuse are made, ensuring as quickly as possible, by working with the Student Management and Welfare Team, that the individual/s are safe and taken care of
- Reporting to the Victorian Institute of Teaching, any charges, committals for trial, or convictions in relation to a sexual offence, by a registered teacher, or certain allegations or concerns about a registered teacher.

## Unacceptable Behaviours

Staff and volunteers must not:

- Ignore or disregard any suspected or disclosed child abuse
- Develop any relationships with children that could be seen as favouritism or unethical
- Exhibit behaviours with children which may be construed as unnecessarily physical
- Put children at risk of abuse (for example by locking doors)
- Initiate unnecessary physical contact with children or do things of a personal nature that a child can do for themselves
- Engage in open discussions of a mature or adult nature in the presence of children (for example, 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 in regards to age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- have contact with a child or their family outside of school without the school's leadership knowledge and/or consent or the school governing authority's approval (for example, unauthorised after-hours tutoring, private instrumental/other lessons or sport coaching); accidental contact, such as seeing people in the street, is appropriate
- Have any online contact of a personal nature with a child (including by social media, email, instant messaging, etc.) or their family (unless necessary e.g. providing families with e-newsletters, or assisting students with school work)
- Use any personal communication channels/devices such as personal email accounts
- Exchange personal contact details such as phone number, social networking sites or email addresses
- Photograph or video a child without the consent of the parent or guardians
- Consume illicit drugs at school or work with children whilst under the influence of alcohol or illegal drugs
- Consume alcohol at school or at school events in the presence of children, unless specified by school leadership. (Eg. Formals, Valedictory Dinner)
- Any incidents of inappropriate staff behaviour should be reported to the Deputy Principal (Staff).

**1 August 2016**