



Child Safety Code of Conduct

Introduction

The Bible is very clear on how we are to respond to children as it was modelled by Christ's love and concern for them. We are called to follow in Christ's example and show concern and care for those that we interact with and especially for those who are in our care. This Child Safety Code of Conduct aims to assist all members of this community to understand what this looks like practically. Every Board member, the principal, staff member, volunteer, service provider and contractor at Mid North Christian College is required to abide by this Code. It outlines appropriate standards of behaviour for all adults towards students in accordance with the Protective Behaviour Guidelines and the National Principles of Child Safe Organisation. It serves to protect students, reduce opportunities for abuse or harm to occur, and promote child safety in all school environments. This must be read and signed annually.

Responsibilities

Under the Board, the Principal will:

- Be responsible for the overall welfare and wellbeing of staff and volunteers;
- Be accountable for managing and maintaining a duty of care towards staff and volunteers; and
- Provide information and support to all staff, volunteers, children, young people and their carers regarding child protection matters.

I will:

- Act in accordance with Mid North Christian College's child safety and wellbeing policies and procedures at all times.
- Behave respectfully, courteously and ethically towards children and their families and towards other staff.
- Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
- Demonstrate appropriate personal and professional boundaries.
- Act as a positive role model in your conduct with children and young people.
- Create an environment that promotes and enables children's participation and is welcoming, culturally safe and inclusive for all children and their families.
- Contribute, where appropriate, to Mid North Christian College's policies, discussions, learning and reviews about child safety and wellbeing.
- Identify and mitigate risks to children's safety and wellbeing as required by Mid North Christian College's risk assessment and management policy or process.
- Respond to any concerns or complaints of child harm or abuse promptly and in line with Mid North Christian College's policy and procedure for receiving and responding to complaints.
- Comply with Mid North Christian College's protocols on communicating with children.
- Report any breaches of this Child Safety Code of Conduct.
- Contact the police if a child is at immediate risk of abuse (telephone 000).

I will not:

- Engage in any unlawful activity with or in relation to a child.
- Engage in any activity that is likely to physically, sexually or emotionally harm a child.
- Unlawfully discriminate against any child or their family members.
- Be alone with a child unnecessarily.

- Arrange personal contact, including online contact, with children I am working with for a purpose unrelated to Mid North Christian College activities.
- Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent or unless I am required to do so by Mid North Christian College’s policy and procedure on reporting.
- Use inappropriate language in the presence of children or show or provide children with access to inappropriate images or material.
- Engage in open discussions of a mature or adult nature in the presence of children.
- Work with children while under the influence of alcohol or prohibited drugs.
- Ignore or disregard any suspected or disclosed child harm or abuse.

What happens if you breach this Code

If you breach this Code of Conduct you will face disciplinary action, including and up to termination of employment or cessation of engagement with the organisation.

Reporting Concerns

Board members, staff members and direct contact volunteers will be provided with the necessary information regarding how to identify key risk indicators of child abuse and how to report child abuse concerns to the principal. This will include detailed procedures in relation to reporting child abuse incidents to relevant authorities.

Third party contractors, external education providers, indirect contact volunteers, students, parents or other community members who have any concerns that a child may be subject to abuse are asked to contact the principal, whose responsibility it is to ensure that appropriate action is taken.

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

Whenever there are concerns that a child is in immediate danger, the police should be called immediately on 000.

I agree to abide by this Child Safety Code of Conduct

Name: _____

Signature: _____

Date: _____

Organisation (if applicable): _____

Authorisation

Rachel Richardson
Principal
Mid North Christian College