



Child Safe Code of Conduct

Introduction

Haileybury is committed to the safety and wellbeing of all children, including those under the care and supervision of the School. The School recognises the importance of, and its responsibility for, ensuring a safe and supportive environment which respects the rights of children and fosters their enrichment and wellbeing.

Purpose

This Code of Conduct, as part of the School's Child Protection Program, is designed to protect children from harm and reduce the opportunity for situations to arise where abuse or harm may occur.

The Code of Conduct makes clear the types of behaviours which are appropriate in fostering a child safe environment and those which are unacceptable to the School.

Scope

The Code of Conduct is applicable to all activities and locations where children are under the supervision or care of Haileybury. This includes physical and online environments.

Everyone associated with the School must abide by this Code of Conduct, including staff, parents, visitors and contractors, and those who visit the School's online environments.

Code of Conduct

We will support and promote the safety of children and young people by:

- Acting in accordance with the School's Child Protection and Safety Policy at all times
- Taking all reasonable steps to protect children from abuse and harm
- Reporting any allegations of child abuse or other child safety concerns to School leadership or the School's Child Protection Officers*
- Treating children and families with respect
- Working to prevent discrimination and promoting the participation and inclusion of all children, with particular sensitivity to:
 - The cultural safety of Aboriginal and Torres Strait islander children
 - The cultural safety of children from culturally and/or linguistically diverse backgrounds
 - The safety of children with a disability
 - Gender diversity
- Modelling appropriate adult behaviour



- Being open and transparent in interactions with children – other adults should always be aware of interactions with children
- Listening to children and encouraging their participation and empowerment in matters that are important to them.

We will never:

- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Seek to use children in any way to meet the needs of adults
- Use discriminatory or oppressive behaviour or language with children
- Discriminate on the basis of age, gender, race, culture, religion, disability, vulnerability, sexuality or other protected attributes of the Equal Opportunity Act 2010
- Develop a ‘special relationship’ with a student or show favouritism through the provision of gifts, special treatment or inappropriate attention or in any other way which contravenes the School’s Staff and Student Professional Boundaries Policy
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes
- Discuss content of an intimate nature or use sexual innuendo with children, except where it occurs relevantly in the context of delivering the education curriculum or providing therapeutic care
- Engage in rough physical games or other conduct which is likely to cause physical harm
- Exchange personal contact details such as phone number, social networking profile or personal email address with children
- Consume alcohol contrary to School policy or illicit drugs in the School environment or where students are present.

Breach of this Code of Conduct will incur disciplinary action, which for staff may include dismissal and or referral to the VIT, and in some cases may be referred to Police.

**The School’s Child Protection Officers are identified in the Child Protection and Safety Policy and include the Senior Vice Principal (Student Welfare), Director of Counselling Services and the School Psychologists at each campus.*

Governing Legislation

Children, Youth and Families Act 2005

Child Wellbeing and Safety Act 2005

Children and Justice Legislation Amendment (Youth Justice Reform) Act 2017

Commission for Children and Young People Act 2012

Education Training and Reform Act 2006

Working with Children Act 2005

Crimes Act 1958

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HAILEYBURY

Family Violence Prevention Act 2008

Ministerial Order No. 870

Related Documents

Child Protection and Safety Policy

Staff and Students Professional Boundaries Policy

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