



Mount Waverley Secondary College is committed to the safety and wellbeing of children and young people. Our college community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development. This Child Safety: Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, departmental policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel. The College Principal and Student Support and Resources Manager at the college will support implementation and monitoring of the Child Safety: Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. All staff, contractors, volunteers and any other member of the school community involved in child related work are required to comply with the Child Safety: Code of Conduct by observing expectations for appropriate behaviour below. The Child Safety: Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media. For teaching staff, the Child Safety Code of Conduct should be read in conjunction with the VIT Code of Ethics.

#### Acceptable behaviours

As staff, volunteers, contractors, and any other member of the school community involved in child related work individually, we are responsible for supporting and promoting the safety of children, by:

- upholding the college's statement of commitment to child safety at all times
- treating students and families in the



Safety Officer.

understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse

if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

### Unacceptable behaviours

As staff, volunteers, contractors, and any other member of the college community involved in child related work we must not:

ignore or disregard any concerns, suspicions or disclosures of child abuse

develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour

exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context

ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate

discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting

treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity

communicate directly with a student through personal or private contact channels (including social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related to school work or extra-curricular activities or where there is a safety concern or other urgent matter

photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes

in the school environment or at other college events where students are present, consume alcohol contrary to school policy or take illicit drugs under any circumstances.



Please see below the following documents that all new staff must read and familiarise themselves with. Please click on the hyperlinks to