



**ST DOMINIC'S
PRIORY COLLEGE**

EDUCATING GIRLS, INSPIRING CONFIDENCE




SAFEGUARDING CHILDREN & YOUNG PEOPLE

CODE OF CONDUCT

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In use from Term 2, 2021

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We acknowledge St Dominic's Priory College is situated on Kurna Land and we pay our respects to Elders past, present and future.



SAFEGUARDING CHILDREN AND YOUNG PEOPLE CODE OF CONDUCT

1. PURPOSE

The purpose of St Dominic's Priory College Safeguarding Children and Young People Code of Conduct is to clearly articulate the College's attitude towards all matters relating to behaviours when working with children and young people. The Code of Conduct identifies behaviours that are acceptable and those that are unacceptable. It provides a high-level statement of professional boundaries, ethical behaviours, along with acceptable and unacceptable relationships. This is because St Dominic's Priory College has zero tolerance to child abuse of any kind.

When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children and young people. When everyone is educated about the Code of Conduct and the reasons it is so important to uphold, the College environment continues to be transparent and people are accountable for their behaviours. Above all, this Code of Conduct, helps to protect children and young people from harm.

This Code of Conduct is made available to all Staff, Volunteers, Families and Students via our College website.

The Safeguarding Children and Young People Code of Conduct applies to:

- 1.1 all staff members, including temporary or casual staff
- 1.2 volunteers
- 1.3 students
- 1.4 parents and guardians
- 1.5 third Party Contractors
- 1.6 external Education Providers
- 1.7 the College Board
- 1.8 student teachers on placement at the College
- 1.9 visitors
- 1.10 other such adults who may have reason to be at the College.

For more detailed guidance staff should refer to the legislative documents which are a condition of employment in Catholic Schools. These are:

- 1.11 St Dominic's Priory College Staff Code of Conduct
(Code of Conduct for Staff Employed in Catholic Education South Australia)
- 1.12 Protective Practices for Staff in their interactions with Children and Young People
Guidelines for Staff Working or Volunteering in Education or Care Settings

2. ACCEPTABLE BEHAVIOURS: WHAT MUST WE DO?

2.1 CULTURE

- 2.1a Behave as a positive role model
- 2.1b Use positive and affirming language toward students
- 2.1c Encourage students to 'have a voice' and participate and then listen to them with respect
- 2.1d Treat all students and adults in the community with respect
- 2.1e Promote the cultural safety, participation and empowerment of all students, no matter their ability, language or cultural background
- 2.1f Respect cultural, religious and political differences

2.2 SAFETY

- 2.2a Promote the safety, welfare and wellbeing of all College community members, namely children, young people and their families
- 2.2b Help provide an open, safe and supportive environment for all students to interact, and socialise
- 2.2c Be vigilant and proactive with regard to student safety and child protection matters
- 2.2d Provide age appropriate supervision for students, complying with Duty of Care obligations
- 2.2e Comply with guidelines and policies published by the College with respect to child protection

2.3 INTERVENTION

- 2.3a Intervene when students are engaging in inappropriate and unsafe behaviour towards others or acting in a humiliating or vilifying way
- 2.3b Report any breaches of this Code of Conduct to the Principal, Deputy Principal or delegate
- 2.3c Ensure that your legal obligations to report allegations externally are met
- 2.3d Where an allegation of child abuse is made, ensure as quickly as possible that the student involved is safe and that all Mandatory Notification requirements are met
- 2.3e Call the Police if you have immediate concerns for a student's safety
- 2.3f Respect the privacy of students and their families. Only disclose information to Members of the College Leadership Team, South Australian Police (SAPOL), or other governing authorities
- 2.3g Handle all personal information in accordance with the College's Privacy Policy

3. UNACCEPTABLE BEHAVIOURS: WHAT MUST WE NOT DO?

3.1 CULTURE

- 3.1a Use prejudice, oppressive behaviour or inappropriate language with students
- 3.1b Express personal views on cultures, race or sexuality or discriminate against any student based on culture, race or sexuality, ethnicity or disability

3.2 SAFETY

- 3.2a Engage in any form of inappropriate behaviour towards students or expose students to such behaviour
- 3.2b Engage in open discussions of an adult nature in the presence of students
- 3.2c Meet alone with a student in a place that is out of sight/hearing of other staff or students
- 3.2d Engage in any form of sexual conduct with a student, including making sexually suggestive comments and sharing sexually suggestive material
- 3.2e Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a student can do for themselves, such as toileting or changing clothes
- 3.2f Engage in any form of physical violence towards a student including inappropriately rough physical play
- 3.2g Use physical means or corporal punishment to discipline or control a student
- 3.2h Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm
- 3.2i Develop 'special' relationships with students that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students)
- 3.2j Engage in undisclosed private meetings with a student
- 3.2k Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student
- 3.2l Take or publish (including online) photos, movies or recordings of a student without student, parental/guardian and College consent
- 3.2m Post online any information about a student that may identify them such as their: full name; age; e-mail address; telephone number; residence; school; or details of a club or group they may attend
- 3.2n Make contact through social media or other communication platforms with current students from Schools or Colleges where you have previously, or are currently, employed or have volunteered.
- 3.2o Ignore or disregard any suspected or disclosed child abuse or neglect
- 3.2p Work with students while under the influence of alcohol or illegal drugs.

4. ENDORSEMENT

The St Dominic's Priory College Board has endorsed and approved this Safeguarding Children and Young People Code of Conduct, as appropriate for this school's context.

This Safeguarding Children and Young People Code of Conduct has outlined appropriate standards of behaviour for all adults towards young people. The Code serves to protect students, reduce any opportunities for abuse or harm to occur, and promote child safety in the College environment. It provides guidance on how to best support students and how to avoid or better manage difficult situations.

Where a community member breaches this Code, St Dominic's Priory College will follow process and in the case of this involving a Staff Member, this may result in disciplinary action or dismissal.

The College will review the Safeguarding Children and Young People Code of Conduct bi-annually.

RELATED DOCUMENTS

- Safeguarding Children and Young People Policy
- Safeguarding Children and Young People Commitment Statement
- Safeguarding Children and Young People Terms of Reference
- Safeguarding Children and Young People Agreement
- St Dominic's Priory College Staff Code of Conduct
(Code of Conduct for Staff Employed in Catholic Education South Australia)