Child Safety Code of Conduct

1. STATEMENT OF COMMITMENT TO CHILD SAFETY

The Geelong College has a zero tolerance for child abuse and are committed to acting in children's best interests and keeping them safe from harm. The College regards its child protection responsibilities with the utmost importance and as such, is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintain a child safe culture.

Child abuse includes sexual offences, grooming, physical violence, serious emotional or psychological harm, serious neglect and a child's exposure to family violence. The Geelong College is committed to the protection of all children from all forms of child abuse and demonstrates this commitment through the implementation of a comprehensive Child Protection Program designed to keep children safe.

2. CHILD SAFETY CODE OF CONDUCT PURPOSE

This Child Safety Code of Conduct lists behaviours that are acceptable and those that are unacceptable.
It provides a high-level statement of professional boundaries, ethical behaviour and acceptable and unacceptable relationships.

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

The Child Safety Code of Conduct set out below is designed to stand alone. It has also been incorporated in part into The Geelong College Codes of Conduct developed within the College, including other professional or occupational codes of conduct that regulate particular staff at the College.

3. APPLICATION

The Child Safety Code of Conduct applies to:

- All Staff members including non-teaching staff, temporary or casual staff;
- Direct contact and indirect contact volunteers
- Students
- Parents and carers
- Third Party Contractors and service providers (including External Education Providers)
- Teaching students on placement at The Geelong College
- Members of The Geelong College Council
- Visitors

4. CHILD SAFETY CODE OF CONDUCT DETAILS

This Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards students. 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 staff member breaches the Code, The Geelong College may take disciplinary action, including in the case of serious breaches, summary dismissal. The College revises the Code annually.

The Geelong College has the following expectations of behaviours and boundaries for all adults interacting with students within our College community. This includes all teaching staff, non-teaching staff, Council members, volunteers (direct and indirect), third party contractors, external education providers and parents/carers.
The College's School Council has endorsed this Child Safety Code of Conduct and The Geelong College Code of Conduct Policy.

DO:
- Behave as a positive role model to students.
- Promote the safety, welfare and wellbeing of students.
- Be vigilant and proactive with regard to student safety and child protection issues.
- Provide age appropriate supervision for students.
- Comply with guidelines published by the College with respect to child protection.
  Treat all students with respect.
- Promote the safety, participation and empowerment of students with a disability.
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse students.
- Use positive and affirming language towards students.
- Encourage students to 'have a say' and then listen to them with respect.
- Respect cultural, religious and political differences.
- Help provide an open, safe and supportive environment for all students to interact, and socialise.
- Intervene when students are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way.
- Report any breaches of this Child Safety Code of Conduct.
- Report concerns about child safety to one of the College's Child Protection Officers and ensure that your legal obligations to report allegations externally are met.
- Where an allegation of child abuse is made, ensure as quickly as possible that the student involved is safe.
- Call the Police on 000 if you have immediate concerns for a student's safety.
- Respect the privacy of students and their families and only disclose information to people who have a need to know.

DO NOT:
- Engage in any form of inappropriate behaviour towards students or expose students to such behaviour.
- Use prejudice, oppressive behaviour or inappropriate language with students.
- Express personal views on cultures, race or sexuality in the presence of students or discriminate against any student based on culture, race, ethnicity or disability.
- Engage in open discussions of an adult nature in the presence of students.
- Engage in any form of sexual conduct with a student including making sexually suggestive comments and sharing sexually suggestive material.
- 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.
- Engage in any form of physical violence towards a student including inappropriately rough physical play.
- Use physical means or corporal punishment to discipline or control a student.

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- Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm.
- Develop 'special' relationships with students that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students).
- Engage in undisclosed private meetings with a student that is not your own child.
  Engage in meetings with a child that is not your own, outside of school hours and without permission from the College and the child's parent.
- Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student.
- Take or publish (including online) photos, movies or recordings of a student without parental/carer consent.
- 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.
- Ignore or disregard any suspected or disclosed child abuse.

Our Child Protection Program includes a Staff and Student Professional Boundaries document and Code of Conduct that provides detailed guidance for all staff and volunteers on how to maintain professional boundaries between students and adults at The Geelong College.

5. REPORTING CONCERNS

Our Child Protection Program includes information for members of the School Council, staff and Direct Contact Volunteers as to how to identify key risk indicators of child abuse and how to report child abuse concerns to one of our College's nominated Child Protection Officers listed in the table below.

There are also contains detailed procedures with respect to the reporting of child abuse incidents to relevant authorities.

Third Party Contractors, External Education Providers, Indirect Contact Volunteers, students, parents or other community members who have concerns that a child may be subject to abuse are asked to contact one of the College's Child Protection Officers.

Name	Position	Contact No.	Email Address
Dr Peter Miller	Principal	+61 3 5226 3107	Peter.Miller@geelongcollege.vic.edu.au
Roger Smith	Deputy Principal	+61 3 5226 3112	Roger.Smith@geelongcollege.vic.edu.au
Simon Young	Head of Senior School	+61 3 5226 3122	Simon.Young@geelongcollege.vic.edu.au
Leanne Russell	Head of Middle School	+61 3 5226 3460	Leanne.Russell@geelongcollege.vic.edu.au
Sondra Wood	Head of Junior School	+61 3 5226 3430	Sondra.Wood@geelongcollege.vic.edu.au

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 contacted on 000.

6. AVAILABILITY

The Child Safety Code of Conduct is made available to all staff, volunteers, families and students via our public website and staff intranet. For more detailed guidance refer to the College's Staff and Student Professional Boundaries policy and the College's Code of Conduct Policy.

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