Central to the mission of Borinya, Wangaratta Community Partnership is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.

All staff, volunteers and board members of Borinya, Wangaratta Community Partnership are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

Acceptable behaviours

All staff, volunteers and board/school council members are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Borinya’s child safe policy and upholding the school’s statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone in the school community with respect
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or that they are worried about their safety/the safety of another child
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children (for example, by never questioning an Aboriginal and Torres Strait Islander child’s self-identification)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during learning activities)
- ensuring as far as practicable that adults are not alone with a child
- reporting any allegations of child abuse to the school’s leadership (or child safety officer)
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958
- reporting any child safety concerns to the school’s leadership (or child safety officer if the school has appointed someone to this role)
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe
- encouraging children to ‘have a say’ and participate in all relevant organisational activities where possible especially on issues that are important to them and their safety.
- Contact with students and/or families is to be made through school communication devices.
Unacceptable behaviours

Staff and volunteers must not:

- ignore or disregard any suspected or disclosed child abuse
- develop any ‘special’ relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps)
- put children at risk of abuse (for example, by isolating a child within a locked room)
- initiate unnecessary physical contact which children or do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- engage in open discussions of a mature or adult nature in the presence of children or allow another child, who has initiated a discussion of a mature or adult nature, to continue the discussion in the presence of children (for example, personal social activities)
- use inappropriate language in the presence of other children
- express personal views on cultures, race or sexuality in the presence of children that are racist, sexist or culturally offensive at Borinya or in a public arena that are contrary to the values of the school
- discriminate against any child, including but not limited to areas of age, gender, race, culture, religion, vulnerability, sexuality, ethnicity or disability
- have contact with a child or their family outside of school without the school’s leadership knowledge and/or consent or the school governing authority’s approval (for example, unauthorised after hours tutoring, private instrumental/other lessons or sport coaching). Accidental contact, such as seeing people in the street, is appropriate.
- have any online contact with a child (such as by social media, email, instant messaging etc) or their family unless necessary (e.g. by providing families with necessary information based on the school program through text, e-newsletters through school communication devices)
- use any personal communication channels/device such as a personal email account
- exchange personal contact details such as phone number, social networking sites or email addresses
- photograph or video a child without the consent of the parent or guardians
- work with children whilst under the influence of alcohol or illegal drugs
- consume alcohol or drugs at school or at school events in the presence of children.

I, ____________________________, confirm I have been provided with a copy of the above Code of Conduct.

Signed: ________________________ Date: __________

Safeguarding Children Code of Conduct
July 11, 2016

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