



WERRIBEE SECONDARY COLLEGE

Child Safety Policy Statement - Code of Conduct

Status: Approved

Date: 07/19

Review by: 07/22

WERRIBEE SECONDARY COLLEGE
DEPARTMENT OF EDUCATION AND TRAINING



WERRIBEE SECONDARY COLLEGE

GUIDING STATEMENT

Our Motto

Live worthily

Our Vision

Werribee Secondary College is a leader in international education in the Victorian state education system. We implement the best quality educational practices evident throughout Australia and internationally.

The Werribee Secondary College community “lives worthily”. We are adaptable life-long learners, who are confident, creative and resilient individuals, empowered to shape the world in which we live.

Our Mission

At Werribee Secondary College we strive for success in students’ chosen endeavours.

The College community provides a safe and caring environment where each student is valued. We celebrate achievements, success and growth for all students. Our programmes equip students with the skills, knowledge and attitudes needed for the dynamic world after secondary education.

College leaders, teachers and support staff adopt evidence-based best practice to generate a progressive 21st century educational setting. We enhance learning and develop digital literacy through the purposeful use of emerging technology. With a focus on realising optimal outcomes for learners, staff commit to continuous improvement through ongoing targeted professional development, peer collaboration and reflection.

At Werribee Secondary College we nurture the values of respect, cooperation, honesty, integrity, confidence, perseverance, resilience and responsibility. Driven by these ideals, the College community embraces cultural and social diversity. Students develop a strong sense of personal identity and global citizenship, enabling different cultural groups to interact, learn from each other and grow together.



CHILD SAFE POLICY- CODE OF CONDUCT

All staff, volunteers and College Council members of Werribee Secondary College are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

Please read this policy in conjunction with the College's other "Child Safe" policies.

All personnel of Werribee Secondary College are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to the Werribee Secondary College's Child Safe Policy and upholding the College's statement of commitment to child safety at all times.
- taking all reasonable steps to protect children from abuse
- treating everyone with respect (we speak civilly and respectfully with students or adults, avoid embarrassing anyone particularly in front of others, speak in a way in which we would like to be spoken)
- 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 are worried about their safety or the safety of another
- promoting the cultural safety, participation and empowerment of:
 - Aboriginal children (for example, by never questioning an Aboriginal child's self-identification) and
 - others with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination, including student-student discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- not questioning a child's gender identification or sexual orientation
- ensuring that adults are not left alone with a child except where / when necessary (e.g. confidential counselling by wellbeing or careers personnel in 'visible settings')
- reporting any allegations of child abuse to a member of the College's Student Wellbeing Team or Principal Class, and ensure any allegation is reported to the police or child protection
- reporting any child safety concerns to a member of the College's Student Wellbeing Team or Principal Class
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe by mitigating the risk (e.g. changing classes)
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them

Staff and volunteers must not:



- 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 (staff and volunteers are advised to avoid touching a student in any way, unless to prevent injury to themselves or others)
- have any unnecessary physical contact with students; necessary physical contact should to occur in a public space (e.g. demonstrating throwing actions in a PE class in the gym would be appropriate)
- put children at risk of abuse (for example, by locking classroom or office doors); in low visibility rooms, leave the door open and do not stand between the student and the door
- 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 (for example, personal social activities)
- use inappropriate language in the presence of children ('inappropriate' includes swearing, adult themes, lewd jokes, personal conversations, discussions of alcohol or drug use)
- express *personal* views on cultures, race or sexuality in the presence of children
- discriminate against any child (e.g. culture, race, ethnicity, disability)
- have social contact with a child or their family outside of the College without the Principal's knowledge and/or consent (e.g. no babysitting, attending parties or gatherings. Accidental contact, such as seeing people in the street, is appropriate) - if in any doubt, these need to be discussed with the Principal.
- have any online / social media contact with a child or their family (unless necessary: for example providing families with e-newsletters)
- ignore or disregard any suspected or disclosed child abuse, treating all reports as truthful without judgement, whether the information comes from a child or an adult.
- record audio, video or images of students except for a purpose approved by the Principal (e.g. Year Book, Dance Competitions, Website) and with parent permission
- have non-professional communication with parents or students and limit such correspondence to between 8am and 5pm on school days (professional emails are related directly to school activities and should be able to be read by anyone without concern)
- run clubs or activities without the knowledge and/or approval of the Principal registering student participation (e.g. a roll)
- be dressed in clothing deemed unsuitable for working with, and in the company of, children (a dress code may need to be developed)

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to the College's Student Wellbeing Team or Principal Class.

If you believe a child is at immediate risk of abuse phone 000.

For risks of a non-urgent nature:

Department of Health and Human Services (DHHS): 1300 664 977

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Child First: 1300 775 160

IRIS Alert (DET): 9589 6266



See also Attachment 1
Child safety Standards- Aligning the Code of Conduct