



Statement of Commitment to Child Safety

Trinity Catholic School is entrusted with the education and care of the child, in partnership with parents and caregivers, who are the primary educators of their children. We are committed to support our students by maintaining a positive and safe learning environment and to encourage students who have concerns to speak out. Trinity Catholic School Staff have a duty of care to students by taking reasonable care to avoid acts or omissions which they can reasonably foresee would be likely to result in harm or injury to the student and to work for the positive wellbeing and safety of the child.



Trinity Catholic School

Staff, School Board & Volunteer Code of Conduct

Rationale

All schools have an important responsibility for keeping children safe. Standard three (clause nine of the Ministerial Order) requires that the school governing authority of every school develop, endorse and make publicly available a code for all school staff.

The standard has four specific requirements. They are that the code of conduct:

1. has the objective of promoting child safety in the school environment
2. sets standards about the ways in which school staff are expected to behave with children
3. takes into account the interests of school staff (including other professional or occupational codes of conduct that regulate particular school staff such as registered teachers), and the needs of all children, and
4. is consistent with the school's child safety strategies, policies and procedures as revised from time to time.

The staff code of conduct will be updated each December, and signed by all staff before the beginning of each school year. All staff, volunteers and board members of Trinity Catholic School are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

All personnel of Trinity Catholic School are responsible for supporting the safety, participation, wellbeing & empowerment of children by:

- adhering to Trinity Catholic School Child Safe Policy at all times and upholding the Staff Code of Conduct
- taking all reasonable steps to protect children from abuse
- treating everyone 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 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)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- ensuring as far as practicable that adults are not left alone with a child
- reporting any allegations of child abuse to the Principal (Child Safety Officer) and ensure any allegation to reported to the police or child protection
- reporting any child safety concerns to the Principal (Child Safety Officer)
- if an allegation of child abuse is made, ensure 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.

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 (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometime, for example while reading a storybook to a small child in an open plan area)
- put children at risk of abuse (for example, by locking doors)
- 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
- consume alcohol when or before children are in their care
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have contact with a child or their family outside of our organisation without our child safety officer's knowledge and/or consent (for example, no babysitting). Accidental contact, such as seeing people in the street, is appropriate)
- have any online 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.