



Child Safe Code of Conduct

A Child Safe 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. For more detailed guidance refer to the School's Staff and Student Professional Boundaries policy.

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 School environment becomes much more transparent and people are accountable for their behaviour. Above all, a Child Safe Code of Conduct helps to protect children from harm.

The Child Safe Code of Conduct applies to:

- all staff members, including non-teaching staff and temporary or casual staff
- Volunteers
- parents and carers
- Third Party (0 Td()Tj-0.00 Tc 0 2_ 1f-CID 2.3 (g)-C /C23P:-D 2.3.) (t)aTw 130T (y)-2ody /CID 20 B

The Child Safe Code of Conduct set out below is designed to stand alone. It can also be incorporated in whole or part into broader codes of conduct that are developed by the School.

Certain staff members, Volunteers and Third Party Contractors at the School may have professional or occupational codes of conduct that regulate their profession or occupation. These codes of conduct

Our Child Safe Code of Conduct

This Child Safe 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 School 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, Goulburn Valley Grammar School may take disciplinary action, including in the case of serious breaches, summary dismissal. The School revises the Code annually.

Goulburn Valley Grammar School has the following expectations of behaviours and boundaries for all adults interacting with students within our School community. This includes all teaching staff, non-



- Provide age appropriate supervision for students.
- Comply with guidelines published by the School 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 participate, 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 way.

All Staff, as well as Direct Contact Volunteers, must sign an agreement to adhere to the Child Safe Code of Conduct prior to commencing work at School.

The Child Safe Code of Conduct forms part of the contract between the School and any Direct Contact Contractors. Therefore, all Direct Contact Contractors are deemed to have agreed to adhere to the Child Safe Code of Conduct upon signing the contract or upon commencing work at the School.

Consequences for Breaching the Child Safe Code of Conduct

Staff, including the leadership team and Principal, Volunteers and Contractors who breach the Child Safe Code of Conduct may be subject to disciplinary actions that may result in a range of measures including (depending on the severity of the breach):

- remedial education
- counselling