

Child Safe Code of Conduct

1. King's Christian College

1.1. Vision

The vision of King's Christian College (the College) is: "To be a multi-campus exemplar Christian School of 'Kingdom' significance and influence that:

- Changes the destiny of individuals, families and communities for future generations.
- Prioritises the foundation of a strong church-school relationship.
- Empowers the wider Christian school movement by being a source of knowledge, wisdom and inspiration".

1.2. Foundational Values

The College is guided by four Foundational Values, each grounded in scripture and reflecting the way the King's community learn, live, love, and lead. These values form the basis of King's ethos, mission and Christian faith and outline the expected behaviour of all members of the College community.



2. Purpose

- 2.1. The purpose of this policy is to outline the expected standards of behaviour, relevant to child safety and wellbeing, towards students for all adults in all College environments and the College's expectations for compliance.
- 2.2. It helps to protect students from harm, reduce opportunities for abuse or other harm to occur, and promote child safety and wellbeing in the College environment.
- 2.3. It also provides guidance on how to best support students and how to avoid or better manage difficult situations.
- 2.4. The College also has a Staff Code of Conduct that provides further expectations around behaviour and professional boundaries.
- 2.5. This Code of Conduct complies with the Queensland Child Safe Standards and helps to fulfil our obligation under the Queensland's Reportable Conduct Scheme.

3. Scope

- 3.1. This Code of Conduct is applicable to all activities and locations where children and young people are under the supervision or care of King's. This includes physical and virtual environments. Everyone associated with the College must abide by this Code of Conduct, including the School Board members, staff, parents, visitors, volunteers and contractors.

- 3.2. The Child Safe Code of Conduct does not apply to students who are volunteering with, coaching or tutoring younger students at the College. Students comply with the Student Code of Conduct and other relevant College policies.

4. Definitions

4.1. King's Christian College:

Can be referred to as 'the College' or 'King's' in this policy.

4.2. Breach:

Means any action or inaction that fails to comply with this Code.

4.3. Harm:

'Harm' and 'risk of harm' are used in this policy as overarching terms that cover neglect and various forms of abuse. It includes physical, sexual and psychological abuse; neglect; ill-treatment; grooming; exposure to family violence; commercial child sexual exploitation; online child sexual abuse; and sexual abuse that is perpetrated by other children and young people.

5. Code of Conduct

5.1. Introduction

- a. King's commitment to child safety and wellbeing is grounded in a Biblical worldview that affirms the inherent value, dignity, and worth of every child as created in the image of God (Genesis 1:27).
- b. We believe that children are a precious gift and should be nurtured, protected, and treated with love, respect, and care. In accordance with Scripture, we uphold principles of justice, compassion, and integrity, ensuring that actions and decisions prioritise the safety, flourishing, and spiritual wellbeing of children.
- c. King's seeks to create an environment that reflects Christ's example of servant leadership and unconditional love, fostering trust and security for every student under our care.

5.2. As members of the College Community, individuals are required to comply with the following **Child Safe Code of Conduct:**

DO:

- a. Comply with the College's child protection policies and procedures including the Student Safety and Wellbeing Policy.
- b. In relationships with students, maintain professional boundaries that apply to your roles and responsibilities at the College at all times.
- c. Comply with any additional guidelines published by the College with respect to child safe behaviours.
- d. Follow the Alcohol, Smoking and Illicit Drugs College policy.
- e. Take all reasonable steps to protect students from harm.
- f. Provide supervision for students that is appropriate for their age and developmental stage.
- g. Treat all students with respect and promote the safety and wellbeing of all students.



- h. Actively encourage the participation and empowerment of all students, including students with disability, culturally linguistically and culturally diverse students, Aboriginal and Torres Strait Islander students.
- i. Intervene when students are engaging in inappropriate, humiliating, vilifying or bullying behaviour towards others.
- j. Interact with students in an open and transparent way.
- k. Build trust with students by taking any child safety incidents, concerns and reports made by them seriously.
- l. Respect the privacy of students and their families and only disclose information to people who have a need to know.
- m. Where an allegation of abuse or other harm is made, ensure as quickly as possible that the student involved is safe.
- n. Call the Police on 000 if you have immediate concerns for a student's safety.
- o. Report any child safety incidents or concerns to the Campus Principal or a Child Safe Advocate and meet any additional legal obligations to report abuse or other harm externally.
- p. Report any breaches of this Child Safe Code of Conduct to the Campus Principal or a Child Safety Advocate.

5.3. DO NOT:

- a. Engage in, or ignore others engaging in, any form of inappropriate behaviour towards students or expose students to behaviour that has the potential to cause harm (including physical, psychological or emotional harm).
- b. Engage in prejudicial or oppressive behaviour or use inappropriate language with students.
- c. Discriminate against any student on the basis of characteristics that are protected in anti-discrimination legislation or express personal views that support or promote such discrimination.
- d. Engage in discussions with, or in the presence of students that could be construed as inappropriate (for example, asking questions of a personal nature or discussing illicit matters such as sex, drugs or alcohol other than in an educational context).
- e. Engage in any form of sexual conduct with a student including any form of grooming behaviour, making sexually suggestive comments and sharing sexually suggestive material.
- f. 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.
- g. Engage in any form of physical violence towards a student including inappropriately rough physical play.
- h. Use mechanical means or physical force to punish or discipline a student. Corporal punishment is explicitly prohibited.
- i. Engage in inappropriate supervision in changerooms, bathrooms and accommodation (for example, on camps). In particular, male adults must not enter female changerooms, bathrooms or accommodation and female adults must not enter male changerooms, bathrooms or accommodation, except in an emergency.
- j. Initiate or develop a relationship with any student that has, or can be misinterpreted as having, any basis other than a professional basis.
- k. Initiate or develop a 'special' relationship with a student that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students).



- l. Engage in private meetings or activities with a student (other than a student who is your own child):
 - i. without the College's and/or the students' parents/carers' knowledge and approval; or
 - ii. when there is no other adult present.
 - m. Exchange in personal communications with a student using electronic or digital media through any medium.
 - n. Take or publish (including online) photos, video and/or audio recordings of a student without College and/or parent/carer consent.
- 5.4. If you must comply with a professional or occupational code of conduct and you consider that there is a conflict between that code of conduct and the Child Safe Code of Conduct in a particular matter, you must:
- a. Seek advice from your professional or occupational regulatory body and/or Child Safety Advocate; and
 - b. Advise the Campus Principal of your proposed course of action.

6. Process

- 6.1. All staff are inducted. They are given access to, review, understand and formally agree to uphold this Child Safe Code of Conduct and related documents, including "[My Commitment to Child Safety](#)" as attached in Appendix A.
- 6.2. Mandatory training on Child Safety is undertaken on an annual basis.

7. Communication

- 7.1. This Child Safe Code of Conduct can be found on:
 - a. Compass, the King's Christian College communication platform.
 - b. The College Website.

8. Reporting Requirements

- 8.1. **In Queensland:**
 - a. Mandatory reporting laws require us to report reasonable suspicions that a child has suffered, is suffering or is at an unacceptable risk of suffering significant harm from physical or sexual abuse; and may not have a parent who is able and willing to protect them from the harm.
 - b. There are criminal offences relating to failing to report child sexual offences to police and failing to protect children from the risk of sexual offending.
 - c. From 1 July 2026, the Reportable Conduct Scheme requires the approved provider to notify the Queensland Family and Child Commission of reportable conduct by a worker regardless of whether this relates to their employment at the service.
 - d. Our Reporting Concerns of Harm and Abuse (Child Protection) Policy and Procedures detail our legal obligations and set out how to respond to incidents, disclosures and suspicions of harm and risk of harm, and how to make reports to the relevant authorities.



9. Breach of this Code of Conduct

- 9.1. Breaches and suspected breaches will be taken seriously and dealt with quickly, fairly, transparently and according to our relevant policies and procedures, including our HR/management policies, our Complaint Policy and Procedure, our Grievance Policy and Reporting Concerns of Harm and Abuse Policy and Procedure, where appropriate.
- 9.2. Breach of this Code of Conduct will incur disciplinary consequences. For staff and other adults associated with the College, this may include:
 - a. Dismissal or termination of contract.
 - b. Attend remedial education.
 - c. Attend counselling.
 - d. Referral to the Police (where associated with criminal behaviour)
 - e. Referral to regulatory bodies (where applicable).

10. Relevant Legislation, Standards and Codes

- [Child Safe Organisations Act 2024 \(Qld\)](#)
- [Education \(Accreditation of Non-State Schools\) Regulation 2017 \(Qld\)](#)
- [QFCC Guidelines for implementing the Child Safe Standards in Queensland](#)
- [Working with Children \(Risk Management and Screening\) Act 2000 \(Qld\)](#)
- [Child Protection Act 1999 \(Qld\)](#)
- [Child Protection Regulation 2023 \(Qld\)](#)
- [Criminal Code Act 1899 \(Qld\)](#)

11. Related Documents

- Student Safety and Wellbeing Policy
- Parent Code of Conduct*
- Reporting Concerns of Harm and Abuse Policy* (formerly Child Protection Policy)
- Staff Code of Conduct
- Statement of Commitment to Student Safety and Wellbeing*
- Student Code of Conduct*
- Complaints Handling Policy and Procedures*
- Grievance Policy and Procedures

*publicly available on the College website.

APPENDIX A – My Commitment to Child Safety and Wellbeing

My Commitment to Child Safety and Wellbeing

I, _____, acknowledge and agree to uphold King's Christian College's commitment to:

- a. **Child Safety:** The safety and wellbeing of all children and young people is paramount. I will act in accordance with the **10 Child Safe Standards** and the **Universal Principle (Queensland)**.
- b. **Cultural Safety:** I will create and maintain environments that are safe, inclusive, and respectful for all children, including Aboriginal and Torres Strait Islander children and families.
- c. **Christian Worldview:** I will model behaviours consistent with Christian values, including love, respect, integrity, and compassion, recognising the inherent worth and dignity of every person as created in the image of God.

I understand that:

- a. I will report any concerns about child safety or wellbeing in line with the College's policies and legal obligations.
- b. I will participate in ongoing training and development to strengthen child safety, cultural competence, and understanding of our Christian ethos.
- c. I will uphold the College's undertaking to serve others with humility and grace, reflecting Christ-like character in all interactions.

By signing this statement, I affirm my commitment to these principles and agree to comply with all child safety policies and procedures.

Signature: _____

Date: _____



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