

Safeguarding Children and Young People Code of Conduct

The following code of conduct has been written with respect to the guiding principles of the St Aloysius College Mission Statement and Mercy Education Values.

St Aloysius College is a Child Safe School that acknowledges the duty of care owed to students. We commit to ensuring the safety and wellbeing of the children and young people in our care.

Introduction

This Code of Conduct has a specific focus on safeguarding children and young people at St Aloysius College against sexual, physical, psychological, and emotional abuse or neglect, inclusive of online behaviour that places them at risk. It is intended to complement other professional and/or occupational codes and is in accordance with Ministerial Order 1359. This code of conduct also provides protection to staff to ensure that they always maintain professional relationships, inclusive of an online environment. Failure to adhere to professional boundaries can have a detrimental impact on the child or young person and the community.

All staff, volunteers, contractors, clergy, and board/school council members at St Aloysius College are expected to actively contribute to a school culture that respects the dignity of its members and affirms the Gospel values of love, care for others, compassion, and justice. They are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children or young people, as noted below.

Acceptable behaviours

All staff, volunteers, contractors, tutors, clergy, and board/school council members are responsible for supporting the safety of children during all interactions on and off College grounds including in the online learning environment by:

- ensuring that in dealing with children and young people that all actions are professional, open and transparent, including in the online learning environment such as during remote lessons and video conferencing
- taking particular care to respect personal space and privacy when around children and young people except in exceptional circumstances such as someone being in imminent danger or requiring first aid
- providing pastoral and professional support in places that offer safe, open and visible environments
- ensuring as far as is practicable that adults are not alone with a student (including in the online environment) and whenever reasonably possible that another staff member or parent is present or close by when providing pastoral and professional support to a child or young person

- ensuring that the comfort provided to a child or young person is an open and observable gesture where consent is given by the child or young person, whilst respecting their need to privacy
- ensuring that when administering first aid to an injured child or young person that wherever possible administer first aid with others around
- ensuring that reasonable physical restraint (as a last resort) is used to protect the child or young person or others from harm
- ensuring that congratulatory gestures towards children or young people are appropriate such as a handshake or pat on the back or shoulder
- reporting concerns and or incidents of non-compliance or breaches of Child Safe College Policies.

**This list is not intended to be exhaustive but to suggest some practical behavioural standards in order to provide a safe and supportive environment for children and young people at St Aloysius College.

Unacceptable behaviours

All staff, volunteers, contractors, tutors, clergy, and board/school council members are responsible for supporting the safety of children during all interactions on and off College grounds by:

- not ignoring or disregarding any suspected or disclosed child abuse
- not visiting the home of a child or young person except in exceptional circumstances and with the prior consent of College Leadership, Parent/Carer(s). Such visits must be in the presence of a Parent or Carer and must be diarised with the visitation date, time, length of visit and who was present. Details of discussions must also be documented.
- Avoiding any form of over familiarity or inappropriate verbal or written language such as ridiculing, demeaning, discriminating, or making intimidating or threatening statements to or in the presence of children or young people this includes but is not limited to communication in person or via social media
- Avoiding the photography or videoing of students without parental consent (other than for the purpose of Learning Conferences) which are to be delivered or stored on a school approved platform or school owned server, which should be communicated to parents.
- Avoiding the photography and videoing of students including the storage of such photos and video for personal use
- Never administering corporal punishment or using any inappropriate physical contact/force including contact that may be construed as sexual e.g.: massage, tickling & wrestling
- Avoiding being alone with a child or young person in sleeping, dressing, or bathing areas
- Avoiding being alone with a child or young person in a car. If this is unavoidable prior consent must be obtained from leadership and the Parent/Carer
- Not giving preferential treatment, showing special favours including inappropriate gift giving or overstepping boundaries when interacting with students in any environment
- Not inviting children or young people from the College into their homes unless it is an approved exchange arrangement where consent has been provided by leadership and the Parent/Carer
- Avoiding communication with children or young people by way of private communication in ways such as social media, dating sites, private emails, private mobile phones or other forms of technology social or otherwise. This includes not accepting or initiating invitations from private social media arrangements. All contact should be through the organisation's formal

agreed channels unless exceptional circumstances prevail, and prior consent is sought and granted by College Leadership.

- Avoiding putting children at risk of abuse (for example by locking doors or interacting with students in an unsupervised or one to one online live environment)
- Avoiding the displaying and sharing sexually explicit or pornographic material
- Avoiding the supplying or serving alcohol or any controlled substance. This includes the administering medication without the prior written consent of the parent
- Avoiding the personal use of alcohol, tobacco or illicit drugs whilst supervising or working with children or young people, including in an online learning environment.
- Ensuring that they are not under the influence of alcohol or illicit drugs whilst supervising or working with children or young people face to face or in an online learning environment.)

**This list is not intended to be exhaustive but to suggest some practical behavioural standards in order to provide a safe and supportive environment for children and young people at St Aloysius College.

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

Signed: _____

Date: _____

Date Ratified: August 2020

Implementation Responsibility: Principal, Deputy Principal and HR Manager

Reviewed: August 2022

Date of Last Review: January 2025

Date of Next Review: January 2027