

## **Code of Conduct St Agnes Highett**



*Central to the mission of St Agnes' is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.*

### **St. Agnes' Catholic Primary School Vision Statement**

St. Agnes' School is a welcoming Catholic Parish Primary School. As a Faith community, we encourage all within our care to grow in their relationship with Christ and with others.

As educators, we encourage life-long learning.

We provide the skills, knowledge, values and attitudes that will empower all within our community to become participating and caring members of society.

In a spirit of co-operation, we will develop a willingness to contribute, a respect for others, and responsibility for self.

### **St. Agnes' Catholic Primary School Mission Statement**

St Agnes' Primary School is a community committed to the provision of an education for all children, providing a safe learning environment, which guides their spiritual, academic, social, emotional and physical development through a balanced and faith filled curriculum, where Christ is the central focus.

#### **St Agnes' Education in Faith Mission**

We strive to provide opportunities for all to grow in their relationship with God through many faith experiences. We endeavour to nurture the children's ability to communicate with God through prayer and provide opportunities to participate in the Sacred Liturgy of the Catholic Church.

We value a Christian way of living that promotes a commitment to respect, justice and Christian action.

### **St Agnes' Teaching and Learning Mission**

We are engaged in the provision of a complete, rich and diverse curriculum which acknowledges that all students are entitled to the opportunity to reach their full potential and remain lifelong learners.

### **St Agnes' Wellbeing Mission**

We value each member of our St Agnes' community for their uniqueness as an individual and endeavour to support their talents and needs.

We are committed to creating a learning environment which embraces each member of our community and encourages them to reach their full potential.

### **St Agnes' Community Mission**

We value a strong sense of community and encourage full involvement of parents, students, the parish and staff in the life of the school.

We strive to create authentic links with our local and global community.

We endeavour to foster an inclusive environment which values and respects diversity and equity.

### **St Agnes' Leadership and Management Mission**

We are committed to supporting and fostering the professional development of all staff members to ensure a collaborative, contemporary and faith enriched learning environment for all our students.

### **Purpose**

This Code of Conduct has a specific focus on safeguarding children and young people at **St Agnes'** against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes.

All staff, volunteers, contractors, clergy and board/school council members at **St Agnes** 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, as noted below.

### **Acceptable behaviours**

All staff, volunteers, contractors, clergy and board/school council members are responsible for supporting the safety of children by:

- adhering to the school's child-safe policy and upholding the school's statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone in the school community with respect (modelling positive and respectful relationships and acting in a manner that sustains a safe, educational and pastoral environment)

- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child have been abused or that they are worried about their safety/the safety of another child
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children (for example, by never questioning an Aboriginal and Torres Strait Islander 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 policy towards 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 alone with a child
- reporting any allegations of child abuse to the school's leadership
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the *Crimes Act 1958* (Vic.)
- reporting any child safety concerns to the school's leadership
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe.

#### Unacceptable behaviours

All staff, volunteers, contractors, clergy and board/school council members must not:

- ignore or disregard any suspected or disclosed child abuse
- 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)
- put children at risk of abuse (for example, by locking doors)
- initiate unnecessary physical contact with children or 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
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- use any personal communication devices such as a personal email account (school email accounts are acceptable)
- exchange personal contact details such as phone number, social networking sites or email addresses

- photograph or video a child without the consent of the parent or guardians
- work with children while under the influence of alcohol or illegal drugs

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

Signed: \_\_\_\_\_ Date: \_\_\_\_\_