

Rationale

Mildura Senior College and Mildura English Language Centre (College) is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, DET policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal and school leaders of *Mildura Senior College and Mildura English Language Centre (College)* will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The College will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the school community involved in child related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

Definitions

MSC	Mildura Senior College
DET	Department Education & Training
DHS	Department of Human Services
Child	A child enrolled as a student at the college.
Child-connected work	Work authorised by the school governing authority and performed by an adult in a school environment while children are present or reasonably expected to be present.
Child abuse	Includes - any act committed against a child involving - a sexual offence; or an offence under section 49B(2) of the Crimes Act 1958 (grooming); and the infliction, on a child, of - physical violence; or serious emotional or psychological harm; and serious neglect of a child.
Child safety	Encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.
School environment	Any physical or virtual place made available or authorised by the school governing authority for use by a child during or outside school hours, including: <ul style="list-style-type: none"> • A campus of the school; • Online school environments (including email and intranet systems); and • Other locations provided by the school for a child’s use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, and other events).

School governing authority	<ul style="list-style-type: none"> The proprietor of a school, including a person authorised to act for or on behalf of the proprietor; or the governing body for a school (however described), as authorised by the proprietor of a school or the ETR Act; or The principal, as authorised by the proprietor of a school, the school governing body, or the ETR Act. Explanatory note: There is a wide variety of school governance arrangements. Depending on the way a school is constituted and operated, the governing body for a school may be the school board, the school council, or some other person or entity. The school governing authorities may share or assign responsibility for discharging the requirements imposed by this Order, in accordance with the school's internal governance arrangements
School staff	<p>In a Government school, an individual working in a school environment who is:</p> <ul style="list-style-type: none"> Employed under Part 2.4 of the ETR Act in the government teaching service; or Employed under a contract of service by the council of the school under Part 2.3 of the ETR Act; or A volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary).

Acceptable behaviours

As staff, volunteers, contractors, and any other member of the school community involved in child related work individually, we are responsible for supporting and promoting the safety of children by:

- Upholding the school's Child Safety Policy and its commitment to child safety at all times.
- Treating students and families in the school community with respect both within the school environment and outside the school environment as part of normal social and community activities.
- Listening and responding to the views and concerns of students, particularly if they are telling you that they or another child has 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 students.
- Promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds.
- Promoting the safety, participation and empowerment of students with a disability.
- Reporting any allegations of child abuse or other child safety concerns to the school's leadership or to one of the College's Child Protection Officers.
- Understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- If child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

Unacceptable behaviours

As staff, volunteers, contractors, and any other member of the school community involved in child related work we must not:

- Ignore or disregard any concerns, suspicions or disclosures of child abuse.
- Develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts).
- Exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context.
- Ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate.
- Discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting.
- Treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.

Reviewed date:	03.06.2019	Review #	3	Page #	2
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- Communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc.) except where that communication is reasonable in all the circumstances, related to school work or extra-curricular activities, or where there is a safety concern or other urgent matter.
- Photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes see appendix 1.
- In the school environment or at other school events where students are present, consume alcohol contrary to school policy (see appendix 2) or take illicit drugs under any circumstances.

Resources

- 1.04 Child Safety Responding & Reporting Obligations (including Mandatory Reporting)
- 1.05 Child Safety Policy
- 1.07 Child Protection Officers Register

DET Website:

- <https://www.education.vic.gov.au/school/teachers/health/childprotection/Pages/default.aspx>
- Ministerial Order 870
- Child First www.dhs.vic.gov.au

Appendix:

1. <http://www.education.vic.gov.au/school/principals/spag/safety/pages/photoandfilm.aspx>
 The policy says the school should get consent before taking and publishing photos of a student. This applies every time a photo is taken. The same policy applies for excursions and school activities.
2. <http://www.education.vic.gov.au/school/principals/spag/safety/pages/alcohol.aspx>
 The policy says the school must obtain school council approval before alcohol can be consumed on school grounds or at a school activity. The policy says staff members should not consume alcohol during camps and excursions.

Review and Evaluation

<i>Ratified by:</i>	<i>School Council</i>	<i>Ratified date:</i>	<i>18.10.2016</i>
<i>Document Owner:</i>	<i>Assistant Principal – Student Success / Wellbeing</i>	<i>Reviewed date:</i>	<i>03.06.2019</i>
<i>S:\Admin\Policy Docs\Policy Register\1.06 Child Safety Code of Conduct</i>		<i>Review Cycle:</i>	<i>Two Years</i>
<i>Principal Approval:</i>			

<i>Reviewed date:</i>	<i>03.06.2019</i>	<i>Review #</i>	<i>3</i>	<i>Page #</i>	<i>3</i>
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