



MaristCollege  
Canberra

# Child Protection Code of Conduct

This Child Protection 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 College 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, Marist College Canberra may take disciplinary action, including in the case of serious or persistent breaches, dismissal. The College revises the Code annually.

Marist College Canberra has the following expectations of behaviours and boundaries for all adults interacting with students within our College community. This includes all teaching staff, non-teaching staff, Advisory Board members, Volunteers, Third Party Contractors, External Education Providers and parents/carers.

The MSA Regional Director has approved and endorsed this Child Protection Code of Conduct.

## **DO:**

- Uphold Marist College Canberra's Child Protection Policy at all times.
- Behave as a positive role model to students.
- Promote the safety, welfare and wellbeing of students.
- Be vigilant and proactive with regard to student safety and child protection issues.
- Provide age appropriate supervision for students.
- Comply with guidelines published by the College with respect to child protection, specifically the College's Child Protection Policy and our Staff and Student Professional Boundaries policy and staff Code of Conduct.

- 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 appropriate, positive and affirming language towards students.
- Encourage students to 'have a say' 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 appropriately when students are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way.
- Report any breaches of this Child Protection Code of Conduct.
- Report concerns about child safety to one of the College's Child Protection Officers and ensure that your legal obligations to report allegations externally are met.
- Where an allegation of child abuse is made, ensure as quickly as possible that the student involved is safe.
- Call the Police on 000 if you have immediate concerns for a student's safety.
- Respect the privacy of students and their families and only disclose information to people who have a need to know.

#### **DO NOT:**

- Engage in any form of inappropriate behaviour towards students or expose students to such behaviour.
- Use prejudice, oppressive behaviour or inappropriate language with students.
- Express personal views on cultures, race or sexuality in the presence of students or discriminate against any student based on culture, race, ethnicity or disability.
- Engage in open discussions of an adult nature in the presence of students.
- Engage in any form of sexual conduct with a student including making sexually suggestive comments and sharing sexually suggestive material.
- 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.
- Engage in any form of physical violence towards a student including inappropriately rough physical play.
- Use physical means or corporal punishment to discipline or control a student.
- Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm.

- Develop 'special relationships' with students that could be seen as favouritism (for example the offering of gifts or special treatment for specific students).
- Provide students with alcohol, illegal drugs, tobacco or tobacco products.
- Consume alcohol or possess/take illegal drugs while on duty and responsible for students (some College events are exempt in relation to the consumption of alcohol being allowed and consumed in moderation).
- Expose students to any harmful by-products of tobacco or tobacco products, such as second-hand smoke.
- Engage in undisclosed private meetings with a student that is not your own child.
- Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student.
- Take or publish (including online) photos, movies or recordings of a student without appropriate consent.
- Post online any information about a student that may identify them such as their: full name; age; email address; telephone number; residence; school; or details of a club or group they may attend.
- Ignore or disregard any suspected or disclosed child abuse or grooming.

Our Child Protection Program includes a Staff and Student Professional Boundaries policy that provides detailed guidance for all staff and Volunteers on how to maintain professional boundaries between students and adults at Marist College Canberra.

### **Related Policies and Procedures**

This Code should be read in conjunction with the expected practices set out in policies included in our Student Duty of Care Program and Staff Policies.

### **Disciplinary Procedures**

Where a staff member breaches the Code, Marist College Canberra will investigate the misconduct may take disciplinary action, including in the case of serious breaches, dismissal.

Where any other member of the College community breaches any obligation, duty or responsibility within our Child Protection Code of Conduct, Marist College Canberra will take appropriate action.

### **Report Any Child Protection Concerns**

All breaches and suspected breaches of the Marist College Canberra's Child Protection Code of Conduct must be reported to the College's Senior Child

Protection Officer, the Deputy Headmaster, or the MSA Regional Director in their capacity as the representative of Marist College Canberra's governing body. This includes self-reporting by a staff member who breaches or believes they may have breached the College's Code of Conduct.

Our Child Protection Program also includes information for staff members, Advisory Board members, Direct Contact Volunteers and Direct Contact Contractors on how to identify key risk indicators of child abuse or grooming and how to report child abuse or grooming concerns to one of the College's Child Protection Officers. It also contains detailed procedures with respect to the reporting of child abuse or grooming incidents to relevant authorities.

Indirect Contact Volunteers, Indirect Contact Contractors, External Education Providers, students, parents/carers or other community members who have concerns that a child may be subject to abuse, and have queries about how to make a report, are asked to contact one of the College's Child Protection Officers.

Communications will be treated confidentially on a 'need to know basis'.

Please be aware that consulting with a Child Protection Officer does not change any obligation you have under legislation to report to an external authority. Refer to the procedures for Responding to and Reporting Allegations of Child Abuse.

**Whenever there are concerns that a child is in immediate danger, the Police should be contacted on 000.**