

Child Safety; Code Of Conduct

Purpose: Urban College (UC) Child Safety Code of Conduct sets out the expected behaviour of adults working with children and young people in the college. All UC staff, volunteers, contractors, service providers, college council members and any other adult involved in child-connected work must follow the Child Safety Code of Conduct. The Child Safety Code of Conduct applies to all physical and online environments used by students. It also applies during or outside of college hours and in other locations provided by the college for student use (for example, a college camp).

1. Acceptable behaviours

UC, staff, volunteers, contractors, and any other member of our school community involved in child-connected work are responsible for supporting and promoting the safety of children by:

- 1.1 Upholding commitment to child safety at all times and adhering to the college's Child Safety and Wellbeing Policy.
- 1.2 Treating students and families in its college community with respect both within the college environment and outside the college environment as part of normal social and community activities.
- 1.3 Listening and responding to the views and concerns of students, particularly if they disclose that they or another child or student has been abused or are worried about their safety or the safety of another child or student.
- 1.4 Promoting the cultural safety, participation and empowerment of Aboriginal students, students, students with culturally and/or linguistically diverse backgrounds, students with a disability, international students, students who are unable to live at home and lesbian, gay, bisexual, transgender and intersex (LGBTQIA+) students.
- 1.5 Ensuring, as far as practicable, that adults are not alone with a student – one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult.
- 1.6 Reporting any allegations of child abuse or other child safety concerns to the Principal and/or Assistant Principal.
- 1.7 Understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with Child Safety Responding and Reporting Procedures and the [PROTECT Four Critical Actions](#).
- 1.8 If child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

2. Unacceptable behaviours

As UC, staff, volunteers, contractors and member of our school community involved in child-connected work they must not:

- 2.1 Ignore or disregard any concerns, suspicions or disclosures of child abuse or harm.
- 2.2 Develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, by offering gifts).

- 2.3 Display behaviours or engage with students in ways that are not justified by the educational or professional context.
- 2.4 Ignore an adult’s overly familiar or inappropriate behaviour towards a student.
- 2.5 Discuss intimate topics or use sexualised language, except when needed to deliver the college curriculum or professional guidance.
- 2.6 Treat a child or student unfavourably because of their disability, age, gender, race, culture,
- 2.7 vulnerability, sexuality or ethnicity.
- 2.8 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 schoolwork or extra-curricular activities or where there is a safety concern or other urgent matter.
- 2.9 Photograph or video a child or student in a college environment except in accordance with the procedure outlined in the Staff Handbook or where required for duty of care purposes.
- 2.10 Consume alcohol against college policy or take illicit drugs in the college environment or at college events where students are present.
- 2.11 Have contact with any student outside of college hours except when needed to deliver the college curriculum or professional guidance, and parental permission has been sought.

Breaches to the Child Safety Code of Conduct

All UC staff, volunteers, contractors and any other member of the school community involved in child-connected work who breach this Child Safety Code of Conduct Policy may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial action, professional code or terms of engagement.

In instances where reportable allegation has been made, the matter will be managed in accordance with the Commission for children and Young People Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police. All breaches and suspected breaches of the UC Child Safety Code of Conduct Policy must be reported to the Principal. If the breach or suspected breach relates to the Principal, contact the Chairperson of the UC Board.

Policy Number:	4.1.2 Child Safety; Code of Conduct		
Policy Update:	27/3/2025		
Consultation with Board:			
Endorsed by:	Principal	Endorsed on:	
Scheduled Review Date:	27/3/2026		