



Governing Authority Policies

3.0 Child Safe Code of Conduct

3.1 Introduction

Edmund Rice Education Australia's vision for ensuring Schools are safe and supportive environments is outlined in the Edmund Rice Education Australia Commitment Statement to Child Safety. All Representatives have a responsibility to understand the important and specific role they play individually and collectively to ensure that the wellbeing and safety of all Students is at the forefront of all they do and every decision they make.

This Child Safe Code of Conduct provides a high-level statement of Professional Boundaries, ethical behaviour and acceptable and unacceptable relationships. It will assist Edmund Rice Education Australia to meet its obligations to have such a defined code as required by various States' Child Protection Legislation. More than this, it reinforces Edmund Rice Education Australia's commitment to providing safe and supportive environments where all children and young people entrusted to our care are affirmed in their dignity and worth as a person. Children and young people in the Edmund Rice Education Australia community are empowered to have a voice which includes listening and responding to their views and concerns.

This Child Safe Code of Conduct applies to Representatives. Required standards of behaviour for Students and parents / carers to protect Students from Harm are set out in the School's Student Code of Conduct and Parent Code of Conduct.

Representatives must ensure that social interactions with Students do not give grounds for allegations against them. Representatives must not initiate or develop a relationship with any Student that is or can be perceived or misinterpreted as having a personal rather than a professional element.

Professional Boundaries between a Representative and a Student may be compromised by Representatives:

- Treating a Student with favouritism, or perceived favouritism (ie. by the offering of gifts or special treatment for specific Students);
- Attending parties or socialising with Students outside of organised School events;
- Sharing personal details about their private life with Students; or
- Meeting with Students outside of School hours without permission from the School.

Further to this, Representatives must:

- Not engage in open discussions of an adult nature in the presence of, or which may be overheard by, Students.
- Avoid, as far as possible, situations where they are alone with a Student. In such situations Representatives must adhere to the prescribed School Policy with specific reference to working alone with a Student.
- Endeavour not to drive a Student in their car unless they have parental permission and do so in accordance with School Policies
- Only engage in paid tutoring or coaching of Students outside of School hours in accordance with School Policies.

Representatives must be aware that the Code applies regardless of:

The location of where an interaction occurs, whether during or outside School grounds or during or outside School hours.

- A Student's age.
- A Student's consent.
- The consent of parents/guardians and families.
- Circumstances in which a Student initiates an interaction or relationship between the Representative and the Student.

3.4 Grooming

Representatives must not engage in Grooming or Grooming Behaviours (refer to the definition of Grooming in the School's Child Safeguarding Program). Sexual interaction, including Sexual Misconduct and Sexual Offences, between Representatives and Students is never appropriate and is always unlawful, whether consensual, non- consensual or condoned by parents/guardians.

Representatives should be aware that where a relationship develops between a Representative and a Student, it is always unlawful, whether consensual, non- consensual or condoned by parents/guardians.

reflect the Professional Boundaries between Representatives and Student;

- Representatives should ordinarily not give out their personal telephone numbers to Students. In cases where this is necessary, contact by personal telephone numbers must reflect the Professional Boundaries between Representative and Student;
- Representatives should not exchange personal social media or instant messenger account details with Students or accept friend/follow requests or engage in any contact via social media or instant messaging;
- Representatives should not exchange personal pictures with Students;
- Representatives should not take or publish (including online) photos, movies or recordings of a Student without School authority; and
- Any Student personal contact numbers or other personal contact details made available to the School should only be used for School communications.

3.10 Inclusivity Principle

Representatives are expected to promote the safety, participation and empowerment of all Students.

Particularly, Representatives must:

- Promote the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander Students
- Promote the culture safety, participation and empowerment of Students with culturally and/or linguistically diverse backgrounds