

## 1. BACKGROUND

The Child Safe Code of Conduct outlines appropriate standards of behaviour towards students for all adults in the Xavier College environment, and the College's expectations for compliance. It 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.

## 2. STATEMENT OF COMMITMENT

The College has zero tolerance for child abuse and is committed to acting in our students best

Some staff members, Volunteers and Contractors at the College may have other professional or occupational codes of conduct that regulate their profession or occupation. These codes of conduct must also be complied with. If a staff member, volunteer, or contractor considers that there is a conflict between their professional or occupational code of conduct and the Child Safe Code of Conduct in a particular matter, they must seek advice from their professional or occupational regulatory body and/or a Child Safety Lead and must advise the Principal or the Head of Boarding of their proposed course of action.

#### 4. CODE OF CONDUCT

---

Each member of the College Community is responsible for promoting the safety and wellbeing of students by adhering to the following standards of behaviour:

##### Do:

- Uphold and act in accordance with Xavier College's Child Safe Policy at all times.
- Comply with applicable guidelines published by the College with respect to child safety, such as the Staff and Student Professional Boundaries policy.
- Behave as a positive role model to students.
- Promote the safety, welfare, and wellbeing of students.
- Be vigilant and proactive regarding student safety and wellbeing, including child protection issues.
- Provide age appropriate supervision for students.
- Treat all students with respect.
- Promote the safety, participation, and empowerment of students with disability.
- Promote the cultural safety, participation and empowerment of linguistically and/or culturally diverse students and Aboriginal and Torres Strait Islander students.
- Use positive and affirming language towards students.
- Encourage students to 'have a say' and participate, 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 when students are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way.
- Report any breaches of this Child Safe Code of Conduct.
- Report concerns about child safety to a Child Safety Lead and ensure that your legal obligations to report child abuse or other harm externally are met.
- Where an allegation of child abuse or other harm 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.
- Engage in prejudicial or oppressive behaviour or use inappropriate language with students.
- Discriminate against any student on the basis of characteristics that are protected in anti-discrimination legislation or express personal views that support or promote such discrimination.
- Engage in open discussions of an adult nature in the presence of students.
- Engage in any form of inappropriate behaviour or use inappropriate language with students, including making sexually suggestive comments and sharing sexually suggestive material.
- Engage in any form of inappropriate behaviour or use inappropriate language with students, including making sexually suggestive comments and sharing sexually suggestive material.

All Staff, as well as direct contact and regular volunteers must acknowledge in writing or online/electronically that they have read and agree to adhere to the Child Safety Code of Conduct prior

