### BACKGROUND

The Child Safe Code of Conduct outlines appropriate standards of behaviour towards students for all adults in the XavierCollege environment, and the College's expectations for compliance. It serves to protectstudents, 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 tolerancfor child abuse and is committed to acting inour students best

The College is committed to the protection of all children from all forms of child abuse and demonstrates this commitment through the implementation of a comprehensive Child Safety Program designed to keep children safe. Further, students the College, through our actions, processes, and support, are empowered to have voice and to take action for their own care.

## 3. SCOPE

This Policy applies to all Collegemployees (partners in mission), Jesuittirectors, students, parents, and guardians, third party service providers, volunteersisitors, and contractors involved in the College environment. (together referred to as 'the College Communityfor the purpose of the Child Safe Code of Conduct).

The Child Safe Code of Conduct applies in all College and Boarding House Staff environments. College and Boarding House Staff environments include the following physical, virtual, d online places used by a student or a boarding student at any time:

- a campus of the College
- online or virtual College and Boarding House Staff places made available or authorised by the College Board (or the Principal or the Head of Boarding on its behalf) for use by a student (including email, intranet systems, software applications, collaboration tools and online services)
- other locations provided by the College or through a thirdparty provider for a student to use, including but not limited to:
  - camps
  - approved homestay accommodation
  - delivery of education and training such as registered training organisations, TAFEs, non-school senior secondary providers, another school

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- sporting events, excursionscompetitions, and other events.

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 SafetyLead andmust advise the Principal or the Head of Boarding of their proposed course of action.

### CODEOF 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 regardingstudent safety and wellbeing, including child protection issues.
- Provide ageappropriate 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 languageowards 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 adduct.
- 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 characteristi that are protected in antidiscrimination legislation or express personal views that support or promote such discrimination.
- Engage in open discussions of an adult nature in the presence of students.
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All Staff, as well asdirect contact and regular volunteers must acknowledge in writing or online/electronically that they have read and agree to adhere to the Child Safeoce of Conduct prior