



**ST DOMINIC'S
PRIORY COLLEGE**

EDUCATING GIRLS, INSPIRING CONFIDENCE

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SAFEGUARDING CHILDREN & YOUNG PEOPLE CODE OF CONDUCT

LAST REVIEW DATE	NEXT REVIEW DATE
June 2024	June 2027
RESPONSIBLE OFFICER	College Principal

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We acknowledge St Dominic's Priory College is situated on Kaurna Land and we pay our respects to Elders past, present and future.



PREFACE

COMMITMENT TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE

St Dominic's Priory College ('the College') has zero tolerance to children and young people coming to harm of any kind. The safeguarding of our children and young people is intrinsic to our Dominican identity, and College Vision Statement:

Inspired by the Gospel of Jesus Christ, we are a girls' College committed to truth and compassion. In the spirit of St Dominic, we contemplate the possibilities and honour the sacred dignity of each person through word and action. We aspire to provide an innovative, rigorous and inclusive education that leads girls and young women to achieve excellence in their studies and confidence in their future.

As Dominicans, the College is actively invested in fostering a community of safeguarding that recognises and upholds the dignity and rights of all children and young people. In alignment with the *Child Safety (Prohibited Persons) Act 2016*, the *Children & Young People (Safety) Act 2017*, the National Principles for Child Safe Organisations, and the National Catholic Safeguarding Standards, the College is further committed to creating and maintaining a child safe environment, wherein:

- Every person within the College who interacts with children and young people commits to establishing safe and supportive relationships.
- Diversity within our community is respected, and each child and young person is valued and treated equitably.
- Children and young people are well-informed of their right to feel safe and know who to talk with if they have concerns or are feeling unsafe.
- Activities with children are proactively planned, organised and reviewed; with potential risks duly considered, reduced and eliminated where possible.
- Our Community of Staff and Volunteers actively seek to become, and remain informed, of the causes and signs of harm or risks of harm to children and young people, and the strategies to prevent, safeguard against, or respond effectively.

Further information about the College's principles and objectives can be found within the [2021 – 2025 Strategic Plan](#).

To read the College's **Safeguarding Commitment Statement** in full, and access *College Policies, Procedures* and other resources, please [click here](#).

GOVERNANCE

Dominican Education Australia (DEA) is the governing authority of St Dominic's Priory College, an independent Catholic School. A Board of Directors, established in 1987, governs the College which is incorporated under the *Corporations Act 2001 (Cwlth)*. The Trustees of DEA and the College Board of Directors assures our Catholicity, fidelity to the Dominican charism, formation of Board members, excellence in teaching and learning and financial stability.

For more information about DEA visit: <https://dominicaneducationaustralia.com/>



SAFEGUARDING CHILDREN AND YOUNG PEOPLE CODE OF CONDUCT

1. PURPOSE

The purpose of St Dominic's Priory College Safeguarding Children and Young People Code of Conduct is to clearly articulate the College's attitude towards all matters relating to behaviours when working with children and young people. The Code of Conduct identifies behaviours that are acceptable and those that are unacceptable. It provides a high-level statement of professional boundaries, ethical behaviours, along with acceptable and unacceptable relationships. This is because St Dominic's Priory College has zero tolerance to children and young people coming to harm of any kind.

When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children and young people. When everyone is educated about the Code of Conduct and the reasons it is so important to uphold, the College environment continues to be transparent and people are accountable for their behaviours. Above all, this Code of Conduct, helps to protect children and young people from harm.

This Code of Conduct is made available to all Staff, Volunteers, Families and Students via our College website.

The Safeguarding Children and Young People Code of Conduct considers the needs of all children and young people, paying particular attention to:

- 1.1 Aboriginal and Torres Strait Islander people;
- 1.2 Individuals who are living with disability, are suffering from an illness, or who are 'at risk';
- 1.3 Individuals from culturally and linguistically diverse (CALD) backgrounds;
- 1.4 Children in out of home care, or those who are homeless, and;
- 1.5 Children and young people of diverse sexuality.

The Safeguarding Children and Young People Code of Conduct applies to:

- 1.6 all staff members, including temporary or casual staff
- 1.7 volunteers
- 1.8 students
- 1.9 parents and guardians
- 1.10 third Party Contractors
- 1.11 external Education Providers
- 1.12 the College Board
- 1.13 student teachers on placement at the College
- 1.14 visitors
- 1.15 other such adults who may have reason to be at the College.

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For more detailed guidance staff should refer to the legislative documents which are a condition of employment in Catholic Schools. These are:

- 1.16 St Dominic's Priory College Staff Code of Conduct
(Code of Conduct for Staff Employed in Catholic Education South Australia)
- 1.17 Protective Practices for Staff in their interactions with Children and Young People
Guidelines for Staff Working of Volunteering in Education or Care Setting

2. ACCEPTABLE BEHAVIOURS: WHAT MUST WE DO?

2.1 CULTURE

- 2.1a Behave as a positive role model
- 2.1b Use positive and affirming language toward students
- 2.1c Encourage students to 'have a voice' and participate and then listen to them with respect
- 2.1d Treat all students and adults in the community with respect
- 2.1e Promote the cultural safety, participation and empowerment of all students, no matter their ability, language, cultural background, or sexuality
- 2.1f Respect cultural, religious and political differences

2.2 SAFETY

- 2.2a Promote the safety, welfare and wellbeing of all College community members, namely children, young people and their families
- 2.2b Help provide an open, safe and supportive environment for all students to interact, and socialise
- 2.2c Be vigilant and proactive with regard to student safety and child protection matters
- 2.2d Provide age appropriate supervision for students, complying with Duty of Care obligations
- 2.2e Comply with guidelines and policies published by the College with respect to child protection

2.3 INTERVENTION

- 2.3a Intervene when students are engaging in inappropriate and unsafe behaviour towards others or acting in a humiliating or vilifying way
- 2.3b Report any breaches of this Code of Conduct to the Principal, Deputy Principal or delegate
- 2.3c Ensure that the College's legal obligations to report allegations externally are met
- 2.3d Where an allegation of harm or risk of harm to a child or young person is made, ensure as quickly as possible that the student involved is safe and that all Mandatory Notification requirements are met. All staff members at the College are Mandated Reporters, and have a legal obligation to report to the Child Abuse Report Line (CARL) on 13 14 75, or SA Police on 000 if a child or young person is at immediate risk.
- 2.3e Call the Police if there are immediate concerns for a student's safety
- 2.3f Respect the privacy of students and their families. Only disclose information to Members of the College Leadership Team, South Australian Police (SAPOL), or other governing authorities
- 2.3g Handle all personal information in accordance with the College's Privacy Policy

3. UNACCEPTABLE BEHAVIOURS: WHAT MUST WE NOT DO?

3.1 CULTURE

- 3.1a Use prejudice, oppressive behaviour or inappropriate language with students
- 3.1b Express personal views on cultures, race or sexuality or discriminate against any student based on culture, race, sexuality, ethnicity or disability

3.2 SAFETY

- 3.2a Engage in any form of inappropriate behaviour towards students or expose students to such behaviour
- 3.2b Engage in open discussions of an concerning adult nature in the presence of students
- 3.2c Meet alone with a student in a place that is out of sight/hearing of other staff or students
- 3.2d Engage in any form of sexual conduct with a student, including making sexually suggestive comments and sharing sexually suggestive material
- 3.2e 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
- 3.2f Engage in any form of physical violence towards a student including inappropriately rough physical play
- 3.2g Use physical means or corporal punishment to discipline or control a student
- 3.2h Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm
- 3.2i Develop 'special' relationships with students that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students)
- 3.2j Engage in undisclosed private meetings with a student
- 3.2k Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student
- 3.2l Take or publish (including online) photos, movies or recordings of a student without student, parental/guardian and College consent
- 3.2m Post online any information about a student that may identify them such as their: full name; age; e-mail address; telephone number; residence; school; or details of a club or group they may attend
- 3.2n Make contact through social media or other communication platforms with current students from Schools or Colleges where you have previously, or are currently, employed or have volunteered.
- 3.2o Ignore or disregard any suspected or disclosed instances of harm, or risks of harm, to a child or young person.
- 3.2p Work with students while under the influence of alcohol or illegal drugs.

4. ENDORSEMENT

The St Dominic's Priory College Board has endorsed and approved this Safeguarding Children and Young People Code of Conduct, as appropriate for this school's context.

This Safeguarding Children and Young People Code of Conduct has outlined appropriate standards of behaviour for all adults towards young people. The Code serves to protect students, reduce any opportunities for harm or risks of 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 community member breaches this Code, St Dominic's Priory College will follow process and in the case of this involving a Staff Member, this may result in disciplinary action or dismissal.

The College will review the Safeguarding Children and Young People Code of Conduct bi-annually.

RELATED DOCUMENTS

- Safeguarding Children and Young People Policy
- Safeguarding Children and Young People Commitment Statement
- Safeguarding Children and Young People Terms of Reference
- Safeguarding Children and Young People Agreement
- St Dominic's Priory College Staff Code of Conduct

5. REVISION RECORD

Document Title	Safeguarding Children & Young People Code of Conduct					
Document Type	Policy					
Document Date	March 2021					
Process Owner	College Principal					
Contact	Dr. Helen Steele (hsteele@stdominic.sa.edu.au)					
Approval Authority	College Leadership					
Review Date	2023; 2024; 2027					
Distribution	Website	<input checked="" type="checkbox"/>	SEQTA	<input checked="" type="checkbox"/>	Sharepoint	<input checked="" type="checkbox"/>
History	Edition	Date	Description of change			
	1.0	2021	Drafted			
	2.0	2023	Reviewed			
	3.0	2024	Review			