



Child Safety Code of Conduct

1. Purpose

A Child Safe Code of Conduct lists behaviours that are acceptable and those that are unacceptable. It provides a high-level statement of professional boundaries and acceptable and unacceptable conduct.

When individuals are clear about behavioral expectations, they are much more likely to act appropriately.

This Code of Conduct has a specific focus on safeguarding children and young people at SIS events against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes, as well as the Child Safety Codes of Conduct of our Member Schools.

2. Definitions

See “Definitions” as detailed in the SIS Child Safety and Wellbeing Policy, available here.

3. Scope

All Member School staff, volunteers and contractors, together with visitors and parents or carers, who attend an SIS event are expected to actively contribute to a culture that adheres to the child safe principles and expectations for appropriate behaviour and adhere to this Code of Conduct.

This Code of Conduct is made available to all staff, volunteers, families and students via our public website.

4. Acceptable Behaviours

All Member School staff, volunteers and contractors, together with visitors and parents or carers, who attend an SIS event are responsible for supporting the safety of students within our association through the following acceptable behaviours:

- Adhere to the SIS Child Safety and Wellbeing Policy and uphold the association’s commitment to child safety at all time.
- Ensure that this Code of Conduct is followed in any interactions with students attending an SIS event.
- Promote the safety, welfare and wellbeing of students.
- Promote the safety, participation and empowerment of students. .Promote cultural safety, participation and empowerment of linguistically and culturally diverse students.
- Behave as a positive role model to students.
- Use positive and affirming language towards students.
- Encourage students to ‘have a say’ and listen to them with respect.
- Report any breaches of this Child Safe Code of Conduct to the SIS Committee.
- Where an allegation of child abuse is made, ensure as quickly as possible that the child or young person involved is safe.
- Respect the privacy of students and their families and only disclose information on a need-to-know basis.

5. Unacceptable Behaviours

To support the safety of students within our association Member School staff, volunteers and contractors, together with visitors and parents or carers, who attend an SIS event should not:

- Breach SIS Policies and Procedures.
- Engage in any form of inappropriate behaviour towards students or expose students to such behaviour.
- Exhibit behaviours with students which may be construed as unnecessarily physical.
- Engaging in open discussions of a mature or adult nature in the presence of students.
- Express personal views on culture, race or sexuality.
- Discriminate against any student on the basis of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability.
- Attend any SIS event under the influence of alcohol or illegal drugs.
- Consume alcohol or illegal drugs whilst at an SIS event where students are present.
- Disclose or collect personal contact information to students.
- Engage in undisclosed private meetings with a student that is not your child.
- Publish (including online) photos, movies or recordings of a student without parent or carer consent (see Southern Independent School Photographing and Filming Students Policy available here).
- Post online any information about a student that may identify them such as their full name, age, email address, telephone number, residence, school or details of a club or group they may attend.
- Ignore or disregard any suspected or disclosed child abuse.
- Develop 'special' relationships with students that could be seen as favoritism (for example, the offering of gifts or special treatment for specific

6. Reporting Concerns

Any person who has a concerns that a child may be subject to abuse are asked to report the incident in accordance with the Southern Independent School Child Protection – Reporting Obligations Policy available here.

SIS encourages, where possible, that a report also be made to the Member School in accordance with their reporting policies.

Whenever there are concerns that a child is in immediate danger, the Police should be contacted on 000.

7. Disclosures of Interactions

Where a staff member, volunteer or contractor of a Member School has interactions of a personal nature with a student (for example, a child's birthday party) they must disclose these interactions to their Member School.

The Member School must then report to the Committee any information relevant to an SIS Event so that records of interactions may be maintained by SIS.

8. Breaches

Where a staff member, volunteer or contractor of a Member School breaches this Code of Conduct the Member School will be responsible for determining appropriate disciplinary procedures and providing a full debrief for the SIS Committee.

All breaches and suspected breaches of the Code of Conduct must be reported to the SIS Committee.

If the breach or suspected breach relates to a member of the SIS Committee, a report should be made to an alternate committee member.

9. Acknowledgement

Member Schools staff, volunteers and contractors who will be attending an SIS Event are required to acknowledge that they have read, understood and agree to abide by the SIS Child Safety Code of Conduct.

Member Schools will then provide an annual acknowledgement online that all relevant staff, volunteers and contractors have read, understood and agree to abide by the SIS Child Safety Code of Conduct.

10. Consultation

SIS consults with all Member Schools in the development of Policies and Procedures and welcomes feedback from students, parents or carers or the wider SIS community.

11. Review

This policy is to be reviewed, approved and endorsed annually, as a minimum, by the SIS Committee.

Last Review: July 2023.

Next Review: July 2024.