



Nepean Community College

Child Safe Code of Conduct

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1. Our Commitment to a Child Safe Code of Conduct

At Nepean Community College we are committed to creating and maintaining an environment that promotes the safety of all children. This includes encouraging a culture where the prevention and reporting of abuse is supported and encouraged. All staff and volunteers are responsible for promoting the safety, wellbeing and empowerment of children.

This Child Safe Code of Conduct sets out expectations for how adults in our college should behave around children. This is important to help prevent children from being harmed. Child abuse takes many forms and can include physical, sexual and psychological abuse, ill-treatment and neglect.

The glossary in our Child Safe Policy provides more information about these different types of abuse.

This Child Safe Code of Conduct identifies acceptable child-safe behaviours we encourage all adults to support. It also identifies behaviours we consider unacceptable. Engaging in unacceptable behaviour is a breach of this Child Safe Code of Conduct and may result in managerial or disciplinary action.

Some examples of concerning behaviours are also provided. These are behaviours that on their own may not constitute a breach of our Child Safe Code of Conduct but together may indicate a pattern of behaviour that poses a risk to the safety of children.

2. Nepean Community College Child Safe Code of Conduct

All Adult Members of Nepean Community College will:

- Treat all children and young people with respect
- Listen to and value children and young people's ideas and opinions
- Welcome all children and their families and carers by being inclusive
- Actively promote cultural safety and inclusion
- Listen to children and respond to them appropriately
- Welcome parents and carers to participate in decisions about their child's training schedule and any other matters about their safety
- Report any conflicts of interest (such as an outside relationship with a child)
- Adhere to all relevant Australian and NSW legislation and all child safe policies and procedures
- Work within a team to ensure the needs of the child (and their family) remain the paramount focus

- Participate in all compulsory training
- Raise concerns with management if risks to child safety are identified, including cultural, environmental and operational risks
- Report and act on any concerns or observed breaches of this code of conduct
- Take all reasonable steps to protect children from abuse
- Respect the privacy of children and their families by keeping all information about child protection concerns confidential
- Inform parents and carers if there are situations that need to be safely managed but are outside the boundaries of this code of conduct (such as taking a student on an excursion or undertaking one-one-one support sessions)
- Take a child seriously if they disclose harm or abuse
- Ensure breaches of this code of conduct are reported immediately
- Uphold the rights of the child and always prioritise their needs

All Adult Members of Nepean Community College will not:

- Condone or participate in illegal, unsafe or abusive behaviour towards children, including physical, sexual or psychological abuse, ill-treatment, neglect or grooming
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Exaggerate or trivialise child abuse issues
- Use hurtful, discriminatory or offensive behaviour or language with children
- Fail to report information to police if I know a child has been abused
- Engage in unwarranted and inappropriate touching involving a child
- Persistently criticise and/or denigrate a child
- Deliberately prevent a child from forming friendships
- Verbally assault a child or create a climate of fear
- Offer children and young people alcohol, cigarettes or other drugs
- Show children pornographic images
- Encourage a child to communicate with me in a private setting
- Share details of sexual experiences with a child
- Use sexual language or gestures in the presence of children

I understand the following types of behaviour may be of concern:

- Showing favour to one child over others
- Babysitting, mentoring and/or tutoring a child out of work hours (without managerial approval for this kind of secondary employment)

All staff, volunteers, families and community members are encouraged to speak up if they have concerns about the safety of children. Complaints about a breach of this Child Safe Code of

Conduct must be reported to our Child Safe Officer, Wesley Jones. Wesley can be contacted on (02) 4724 9000 or at wjones@ncc.nsw.edu.au

Some breaches of this code of conduct may need to be reported to NSW Police, the Department of Communities and Justice and the Office of the Children's Guardian.

Our Child Safe Reporting Policy provides more information about our reporting obligations to external authorities, and describes protections and confidentiality provisions for anyone making a report. You can ask for the policy at the front desk.

It is also available on our website: www.ncc.nsw.edu.au

Staff and volunteers who breach our Child Safe Code of Conduct may also be subject to disciplinary action. This can include increased supervision, appointment to a different role, suspension or termination from the organisation. Detailed descriptions of breaches can be found in our disciplinary policy. You can ask for the policy at the front desk. It is also available on our website: www.ncc.nsw.edu.au

PLEASE NOTE: An adult in child-related work in an organisation will commit an offence if they know another adult there poses a serious risk of abusing a child (under 18 years), and they have the power to reduce or remove the risk, and they negligently fail to do so. (Section 43B of the Crimes Act 1900)

All adults in NSW are required to report information to police if they know, believe or reasonably ought to know that a child (under 18 years) has been abused. (Section 316A of the Crimes Act 1900)

3. Signature

I have read this Child Safe Code of Conduct and agree to abide by it and its terms.

Name:

Signature:

Date:

	Last Reviewed Date:
	Next Review Date:
	Responsible Officer: Wesley Jones (NCC Child Safe Officer)