



## Northholm Grammar

### Child Safety Code of Conduct

#### Safeguarding Young People Statement of Commitment

Northholm Grammar is wholly committed to safeguarding the wellbeing and dignity of all children and young people by creating a safe and nurturing learning environment. This means that in every endeavour, the ongoing safety and wellbeing of children and young people is the primary focus of all decision-making, in particular, the safety and wellbeing of vulnerable groups such as Aboriginal and Torres Strait Islander young people, those from culturally and/or linguistically diverse backgrounds and young people with a disability.

Northholm Grammar ensures that all members of the community, including employees, parents, contractors, and volunteers promote the inherent dignity of all children and young people and uphold their fundamental right to be respected and nurtured in a safe learning environment.

Creating and enhancing a child-safe environment at the School is a dynamic process that involves active participation and a collective responsibility by the entire community. It is marked by collaboration, vigilance and a proactive approach across policies, procedures, curriculum, and day-to-day operational practices.

Specifically, the School is committed to Safeguarding children and young people by:

- Maintaining strong codes of conduct for all adult interactions with children and young people.
- Actively encouraging student voice and participation in the decisions that affect their school environment.
- Actively seeking feedback from parent groups and the wider community, via surveys and parent meetings.
- Respecting the cultural diversity of families and being sensitive to cultural aspects that may impact on the wellbeing and safety of young people.
- Taking proactive steps to prevent child abuse, and identifying potential risks, so that they may be eliminated or mitigated against.
- Adapting to changing legislative requirements that promote the safety and wellbeing of children and young people.
- Continuously reviewing and improving systems and practices that protect young people from abuse.
- Guaranteeing prompt action when abuse allegations are raised, ensuring appropriate referral, and investigation.
- Equipping young people with the knowledge, skills, and attitudes to ensure their own personal safety.
- Maintaining robust recruitment, induction and training practices for all staff, contractors, and volunteers.
- Implementing specific policies, procedures, and training on the NSW Child Safe Standards.

These commitments are embedded into all aspects of the culture and practice at the School.

Northholm Grammar's Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards children and young people. The Code serves to protect students and young people by reducing any opportunities for abuse or harm and by ensuring physical and virtual environments at the School are Child Safe.

The following are expectations of behaviours and boundaries for all adults interacting with students within the Northholm Community. This includes all teaching staff, non-teaching staff, governing body members, volunteers (direct and indirect), third party contractors, external education providers and parents/carers.

## **DO**

- Promote the safety, welfare and wellbeing of students.
- Be vigilant and proactive with regard to student safety and child protection issues.
- Provide age-appropriate supervision for students.
- Comply with School guidelines with respect to child protection.
- Treat all students with respect and dignity.
- Promote the safety, participation and empowerment of students with a disability.
- Promote the cultural safety, participation and empowerment of linguistically and culturally diverse students.
- Use positive and affirming language towards students.
- Encourage students to 'have a say' 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 Safety Code of Conduct.
- Report concerns about child safety to the Principal (or delegate) and ensure that your legal obligations to report allegations are met.
- Where an allegation of child abuse 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.
- Use prejudice, oppressive behaviour, or improper language (e.g. swearing, colloquial terms) with students.
- Express personal views on cultures, race or sexuality in the presence of students or discriminate against any student based on culture, race, ethnicity or disability.
- Engage in any form of sexual conduct with a student including making sexually suggestive comments/sharing sexually suggestive material.
- Undertake inappropriate or unnecessary physical conduct or behaviours.
- Engage in any form of physical violence towards a student including rough physical play.
- Use physical means or corporal punishment to discipline or control a student.
- Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm.

- Develop 'special' relationships with students that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students).
- Engage in undisclosed private meetings, inside and outside of school, with a student.
- Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student.
- Take or publish (including online) photos, or video recordings of a student without parental/carer consent.
- 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.
- Ignore or disregard any suspected or disclosed child abuse.