BADEN POWELL COLLEGE

CHILD SAFETY CODE OF CONDUCT

Policy 2026

PURPOSE:
Our Child Safety Code of Conduct sets out the expected behaviour of adults with children and young people in our school.

All Baden Powell College staff, volunteers, contractors, service providers, school council members and any other adult involved in child-connected work must follow the Child Safety Code of Conduct.

The Child Safety Code of Conduct applies to all physical and online environments used by students. It also applies during or outside of school hours and in other locations provided by the school for student use, for example: a school camp.

ACCEPTABLE BEHAVIOURS:
As Baden Powell College, staff, volunteers, contractors, and any other member of our school community involved in child-connected work, we are responsible for supporting and promoting the safety of children by:

- ensuing that our policies, procedures and actions encompass and align with the 11 Child Safe Standards.
- upholding our Baden Powell College commitment to child safety at all times and adhering to our Child Safety and Wellbeing Policy.
- treating students and families in our school community with respect in our school environment and outside our school environment as part of normal social and community activities.
- listening and responding to the views and concerns of students, particularly if they disclose that they or another child or student has been abused or are worried about their safety or the safety of another child or student.
- promoting the cultural safety, participation and empowerment of Aboriginal students, students with culturally and/or linguistically diverse backgrounds, students with a disability, international students, students who are unable to live at home and lesbian, gay, bisexual, transgender, intersex and asexual (LGBTIQA+) students.
- ensuring, as far as practicable, that adults are not alone with a student, and that if a one-to-one interaction between an adult and a student occurs, they take place in an open space or in the line of sight of another adult.
- reporting any allegations of child abuse or other child safety concerns to the leadership team and wellbeing team.
- ensuring that students are aware of who and how they can access support at school should they feel unsafe, have been harmed or are at risk of being harmed
- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our child safety responding and reporting policy and procedures and the PROTECT Four Critical Actions.
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm and that actions, in accordance with the school and Department of Education's guidelines are implemented in a timely and comprehensive manner.

UNACCEPTABLE BEHAVIOURS:

As Baden Powell College, staff, volunteers, contractors and members of our school community involved in child-connected work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm.
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour, for example: by offering gifts.
- display behaviours or engage with students in ways that are not justified by an educational or professional context.
- ignore an adult's overly familiar or inappropriate behaviour towards a student.
- discuss intimate topics or use sexualised language, except when needed to deliver the school curriculum or professional guidance.
- treat a child or student unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- communicate directly with a student through personal or private contact channels, including by social media, email, texting etc, except where that communication is reasonable in all the circumstances, related to schoolwork or extra-curricular activities, or where there is a safety concern or other urgent matter.
- photograph or video a child or student in a school environment except in accordance with the Photographing, Filming and Recording Students policy or where required for duty of care purposes.
- consume alcohol against school policy or take illicit drugs in the school environment or at school events where students are present.
- have contact with any student outside of school hours except when needed to deliver the school curriculum or professional guidance and when parental permission has been sought.

BREACHES TO THE CHILD SAFTEY CODE OF CONDUCT:

All Baden Powell College staff, volunteers, contractors and any other member of the school community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial guidelines, professional code or terms of engagement.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the Department of Education's Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Baden Powell College Child Safety Code of Conduct must be reported to the principal. If the breach or suspected breach relates to the principal, another member of the school's leadership team is to be contacted.

EVALUATION:

This policy to be reviewed as part of the college's two-year review cycle.

This policy was endorsed by the school council in	**October 2026**