

**All staff, volunteers and board members of Gisborne Secondary College are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.**

**All personnel of Gisborne Secondary College are responsible for supporting the safety, engagement, wellbeing and empowerment of children by:**

- upholding Gisborne Secondary College's statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another
- promoting the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promoting the safety, engagement and empowerment of children with diverse sexual orientation (for example, by having a zero tolerance of discrimination)
- promoting the safety, engagement and empowerment of children with a disability (for example, during personal care activities)
- with the exception of well-being staff, who in the fulfilment of their duties necessarily hold sessions alone with children, staff and volunteers should as far as practicable avoid being alone unobserved with children
- reporting any allegations of child abuse to Gisborne Secondary College Child Safety Officer: Belinda O'Meara / leadership, and ensure any allegation is reported to the police or child protection
- reporting any child safety concerns to Gisborne Secondary College Child Safety Officer: Belinda O'Meara / leadership
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- encouraging student voice and participation in relevant opportunities, especially on issues that affect them or are important to them.

**Staff and volunteers must not:**

- develop any 'special' relationships with children that could be seen as favouritism
- exhibit behaviours with children which may be construed as unnecessarily physical
- put children at risk of abuse at school and at home (for example not contacting parents if suspected abuse is alleged at home)
- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child; including, because of culture, race, ethnicity, sexuality or disability
- discuss students of Gisborne Secondary College when in the community
- have any non-school / education related online contact with a Gisborne Secondary College student
- ignore or disregard any suspected or disclosed child abuse.

**Staff and volunteers should**

- be mindful of the nature of discussion, and topics for discussion both in and out of the classroom, and use their judgment to determine the appropriateness of open discussions with children
- Exercise discretion when discussing the school in the community, and be mindful of comments made

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Gisborne Secondary College Child Safety Officer Belinda O'Meara / leadership.

If you believe a child is at immediate risk of abuse phone 000.