

# AL HIKMA COLLEGE



## CHILD PROTECTION

### CHILD SAFE STANDARDS

***This policy addresses issues in relation to:***

*School has policies and procedures to ensure that it meets its legislative obligations in relation to child protection – Safe and Supportive Environment 3.6.1*

**Purpose**

The Child Safe Standards provide a framework for creating child safe schools. They are designed to drive cultural change to create, maintain and improve child safe practices. When schools implement the standards, they build a culture where abuse of children is prevented, responded to and reported. The Standards are based on the extensive research and consultation by the Royal Commission into Institutional Responses to Child Sexual Abuse. They provide guidance for schools to create cultures, adopt strategies and act to put the interests of children first to keep them safe from harm.

[www.ocg.nsw.gov.au](http://www.ocg.nsw.gov.au)

**We have a zero tolerance for child abuse and is committed to acting in children's best interests and keeping them safe from harm.**

## What are the Child Safe Standards?



[www.ocg.nsw.gov.au](http://www.ocg.nsw.gov.au)

## How to meet the Standards:

Some of the things we can do include:

- ❖ making a public commitment to child safety on our website and in the enrolment process
- ❖ ensuring children have a voice
- ❖ implement lessons that encompass child safety, complaint handling and safety in online environments.
- ❖ having a child protection/safe policy
- ❖ implementing a Code of Conduct that explains behavioural expectations of all staff
- ❖ ensuring staff working with children have a Working with Children Check when required, and verifying those Checks
- ❖ having a child focused complaint handling policy and processes
- ❖ providing new staff with an induction that explains the organisation's values and expectations regarding child safety
- ❖ building parent and community awareness

## Additional Resources

- ❖ [Guide to the Child Safe Standards \(nsw.gov.au\)](https://www.nsw.gov.au/child-protection/child-safe-standards)
- ❖ [Codes of Conduct - a guide to developing child safe Codes of Conduct \(nsw.gov.au\)](https://www.nsw.gov.au/child-protection/child-safe-standards/codes-of-conduct)

## Code of Conduct to be signed off by all Staff

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 Code of Conduct sets expectations for how adults in our school 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. Our Child Protection / Safe Policy provides more information about these different types of abuse.

This Code of Conduct identifies positive child safe behaviours that we encourage all adults to support. It also identifies behaviours that we consider unacceptable. Engaging in unacceptable behaviour is a breach of this Code of Conduct and may result in disciplinary action.

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

## **I 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 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 our child protection / safe policies and procedures
- ❖ Work within a team to ensure that the needs of the child (and their family) remain the paramount focus
- ❖ Participate in all compulsory training
- ❖ Raise concerns with the Principal (or Chairman of the School Board if the allegation is against the Principal) 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 driving a child to a swimming competition, catching a train with a student attending debating or undertaking one-on-one training sessions for example)
- ❖ Take a child seriously if they disclose harm or abuse
- ❖ Ensure breaches of this Code are reported immediately
- ❖ Uphold the rights of the child and always prioritise their needs

Positive, child safe behaviours are encouraged to keep children safe. These behaviours are general enough to cover all forms of abuse, but also mention specific safety risks to children that commonly arise in sporting contexts. Child safety risks include opportunities for adults to be alone with children and have close contact with them, as well as identifying this environment is one that is competitive with, at times, a high intensity culture.

## **I 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 the Principal and 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

Unacceptable behaviours that would be considered a breach of the Code of Conduct. These behaviours are general enough to cover all forms of abuse, but also respond to specific safety risks to children that commonly arise in sporting and other contexts.

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

- ❖ Being alone with a child when there is no professional reason for doing so
- ❖ Showing favour to one child over others
- ❖ Babysitting, mentoring and/or tutoring a child out of work hours (without 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 Code of Conduct must be reported to our Principal who can be contacted on by phone, 9703 3017, or via his email, [principal@alhikma.nsw.edu.au](mailto:principal@alhikma.nsw.edu.au).

Some breaches of this Code of Conduct may need to be reported to the NSW Police, the Department of Communities and Justice and the Office of the Children’s Guardian. Our Complaint Handling Policy and Child Protection Policy provides more information about our reporting obligations as well as describing protections and confidentiality provisions for anyone making a report. The policy can be found by accessing it via google drive.

Staff and volunteers who breach our Code of Conduct may also be subject to disciplinary action. This can include increased supervision, suspension or termination from the school.

**PLEASE NOTE:**

An adult in child-related work in any school or 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.

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.

**Signature**

I have read this Code of Conduct, the attached guides and agree to abide by it and its terms.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: Last reviewed: January 2024

Next review date: January 2025

Responsible Person: **PRINCIPAL**