



**SAMUEL  
MARSDEN**  
COLLEGIATE SCHOOL

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### **CHILD SAFETY CODE OF CONDUCT**

#### **PURPOSE**

The purpose of this Code of Conduct is to provide expectations of professional boundaries, ethical behaviour and guidelines for the protection of child safety. This code of conduct relates to Marsden's Child Protection Policy.

We have an obligation to ensure the wellbeing of all students in our care and are committed to providing a safe environment and comply with the requirements and responsibilities under the relevant child protection legislation: Children, Young Persons and their Families Act 1989, Education Act 1989, Human Rights Act 1993, Bill of Rights Act 1990 and Vulnerable Children Act 2014.

Marsden School staff are committed to work with other agencies where necessary to respond to the needs of vulnerable children and their families/whanau.

#### **SCOPE**

This policy relates to all staff members, including non-teaching staff and temporary, casual and itinerant staff. It also relates to volunteers, students, parents/caregivers, management board, student teachers and visitors to our School.

#### **CODE OF CONDUCT**

This Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards students. The Code serves to protect students, reduce any opportunities for abuse or harm to occur, and promote child safety in the School environment.

Where a staff member breaches the Code of Conduct, the School may take disciplinary action, including, in the case of serious breaches, dismissal.

#### **EXPECTATIONS**

Samuel Marsden has the following expectations of behaviours and boundaries for all adults interacting with students within our School community:

- Behave as a positive role model to students.
- Promote the safety and wellbeing of students.

- Be proactive and vigilant with regards to student safety and child protection issues.
- Provide age appropriate supervision for students.
- Use positive and affirming language towards students.
- Be sensitive to all cultures, religions, sexual orientations and gender identity of students.
- Report any breaches of the Child Safety Code of Conduct immediately to a member of the Senior Management Team.
- Report any concerns of child safety to the Principal or a member of the Senior Management Team.
- Where an allegation of child abuse is made, ensure as quickly as possible that the student involved is safe.
- Respect the privacy of students and their families and only disclose information to people who have a need to know.
- Call the Police if there is an immediate danger to the safety of a student.

**Do Not:**

- Engage in any form of inappropriate behaviour towards students or expose students to such behaviour.
- Use prejudice, oppressive behaviour or inappropriate language with students.
- Express negative personal views on cultures, race, sexuality or religion in the presence of students or discriminate against any student based on culture, race, ethnicity, sexuality or disability.
- Engage in open discussions of an adult nature in the presence of students.
- Engage in any form of sexual conduct with a student including making sexually suggestive comments and sharing sexually suggestive material.
- Engage in inappropriate or unnecessary physical conduct or behaviours. Adults should respond appropriately to a child who initiates physical contact in seeking affection, reassurance or contact. Touching should not be initiated to gratify adult needs. It is not appropriate to force any form of unwanted affection or touching on a child.
- Engage in any form of physical violence towards a student.
- Initiate inappropriate personal communications with a student through any medium, including online social media.
- Take or publish photos, videos or any recordings of a student without parental consent.
- Ignore or disregard any suspected or disclosed child abuse.

**PROCEDURES**

The Principal (or Directors of School where delegated by the Principal and in consultation with the Health Team) will investigate allegations of harm or abuse. The Principal may refer allegations to outside agencies for investigation.

Our Child Protection policy and Staff and Student Professional Boundaries Policy outline guidelines and procedures to follow in the suspicion or case of child abuse or neglect. **Refer Samuel Marsden Child Protection Policy 2016; Staff and Student Professional Boundaries Policy.**