Help for non-English speakers

If you need help to understand the information in this policy, please contact Baimbridge College Reception on 5572 2788.

Baimbridge College Child Safety Code of Conduct

PURPOSE

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

All Baimbridge 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 Baimbridge College staff, volunteers, contractors, and any other member of our school community involved in child connected work, individually, we are responsible for supporting and promoting the safety of children by:

- upholding our Baimbridge 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 students with culturally and/or linguistically diverse backgrounds, students who are unable to live at home and lesbian, gay, bisexual, transgender and intersex (LGBTIQ+) students
- ensuring, as far as practicable, that adults are not alone with a student – one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult.
- reporting any allegations of child abuse or other child safety concerns to the Principal or Assistant Principal.
- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our Child Safe Standards: Child abuse (including grooming) – identification and response 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.

Baimbridge College Child Safety Code of Conduct

UNACCEPTABLE BEHAVIOURS

As Baimbridge College staff, volunteers, contractors and member 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 the 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 with a student beyond the boundaries of a professional relationship without a valid reason, including via written, electronic or other online means (including social media)
- 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

BREACHES TO THE CHILD SAFETY CODE PF CONDUCT

All Baimbridge 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 instrument, 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 and Training Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Baimbridge College Child Safety Code of Conduct must be reported to the principal on 0355722788 or Warwick.price@education.vic.gov.au.

If the breach or suspected breach relates to the principal, contact the department on 1300 333 232, via the Enquiries form and the email swr@education.vic.gov

POLICY APPROVAL AND REVIEW

Created date	5th June 2026
Consultation	Baimbridge College School Council – 24th August 2026 Baimbridge College Newsletter – 14th August 2026 School Community via the school Website
Endorsed by	School Council
Endorsed on	24th of August 2026 Next Review Date: June 2028