



POLICIES AND PROCEDURES

Policy Name	Child Safety Code of Conduct
Constructed by	Corporate Services Manager
Reviewed and Approved by	Executive
Review	Last Review: November 2022, November 2024 Next Review: August 2026

Table of contents

Introduction.....	1
Scope.....	2.....

confidence to achieve

A CO-EDUCATIONAL SCHOOL IN THE ANGLICAN TRADITION – ELC TO YEAR 12

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be professional in their actions
 maintain strict impartiality;
 comply with their professional and employment obligations and relevant professional
 regulator, including any other relevant professional or occupational code of conduct (as
 the VIT Code of Conduct and c f

Use of electronic communications

Electronic communication between a staff member of the School and a student and/or their families should only occur for reasons relating to the School community and for educational purposes. The School environment includes online and virtual environments ~~and~~ available to students by the School.

Such communication:

(a)

(d) Separating students who are fighting.

The physical contact referred to above is only acceptable if the contact was reasonable necessary for the purposes of discipline, management or care of the student. The contact must also be appropriate given the student's age, maturity, health or other characteristics.

In the case of a student with special needs, physical contact with the student is to be consistent with the management and/or support plans developed for that student.

Staff are prohibited from using physical discipline in any way for behaviour management of children and young people. This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction for inappropriate behaviours by children and young people.

Appropriate contact between employees, volunteers, contractors, Board members and children is part of normal human relationships. Some considerations and guidelines include the following:

- (a) consider the child or young person's age, developmental level, maturity and level of care required, for example, touching a child to gain their attention, guiding or comforting a distressed child or young person
- (b) work in an open environment; for example, in confidential interviews or a one-on-one meeting, the door should be open with visual access (NB: exceptions apply for professional confidentiality requirements)
- (c) be alert to cues from children about how comfortable they are in your proximity and respect their need for personal space
- (d) be sensitive when interacting with children who may misinterpret your actions, such as those who may

It is prohibited to have children or young people spend the night at the residence of an employee, volunteer or contractor without prior approval from their parent or guardian

Suspected breaches will be investigated in accordance with the Child Protection Policy and any relevant legislation (for example, the Reportable Conduct Scheme), and in a manner that provides procedural