

Student Child Safe Code of Conduct Policy & Procedures

POLICY STATEMENT

Concordia College is a co-educational Lutheran school offering education from Early Learning Centre through to Year 12. It has 3 campuses St John's Campus (ELC - Year 6), Concordia Campus (Year 7-12) both at Highgate and St Peter's Campus (ELC - Year 6) at Blackwood. As an International Baccalaureate (IB) School, Concordia offers IB Primary and Middle Year Programmes. College vision is inspiring and equipping hearts, hands and minds for a world of possibilities. College mission - aim to provide a vibrant education, rich in opportunities, delivered within a caring, supportive environment, empowered by the love of Jesus Christ. The College seeks to inspire young people to actively engage in lifelong learning, to achieve their best and become global citizens who serve with an open heart.

STATEMENT OF COMMITMENT TO CHILD SAFETY

In the Lutheran learning communities the gospel is to "inform all programs, relationships and activities" (LCA and Its School statement). The love of God in Jesus Christ is to govern all that is done, in response to this love, people in the school community are directed to their fellow human beings. Where they love others, they love him. Christ's promise is that whatever is done for others is done for him. Informed and transformed by God's creative, redemptive and sanctifying love, God's people are concerned with the total needs of their fellow human beings.

The Child Safe Program in place at each learning community defines power as the capacity to set and care for boundaries. Boundaries are the structures which support human development within community; boundaries may be personal, communal, spiritual, psychological or physical. In Christ, there is an empowerment by the gospel to recognize boundaries and prevent their destructive crossing and to care for those who have been violated. Our responsibility of leadership is to care for professional boundaries through the establishment of structures that protect them. Structures provide for support, examination, and action to ensure that leaders, staff and students act according to boundaries that help, protect and uphold the dignity, worth and safety of each individual. (Valuing Safe Communities: Statement of values)

All children and young people who come to the Learning Community have a right to feel and be safe. We are committed to the safety and wellbeing of all children and young people. We are committed to providing a child safe and child friendly environment, where children and young people are safe and feel safe, and are able to actively participate in decisions that affect their lives.

We have a zero tolerance for harm to children and young people and are committed to acting in students' best interests and keeping them safe from harm.

The Learning Community regards its child safety responsibilities with the utmost importance and is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintaining a child safe culture.

Each member of the Learning Community has a responsibility to understand the important and specific role that they play individually, and collectively, to ensure that the wellbeing and safety of all students is at the forefront of all that they do, and every decision that they make.

RATIONALE

Principle 2 of the National Principles for Child Safe Organisations requires the College to ensure that children and young people are made aware of their rights, including their right to be safe from harm, and that they are provided with age-appropriate information about safe and respectful peer relationships.

At Concordia College we recognise that effective learning can only occur in a secure environment where the dignity, rights and responsibilities of others are known and respected and where standards and rules are fairly and consistently applied. The Student Child Safe Code of Conduct assists the College to meet these requirements. It has been developed to clearly set out standards of behaviour related to child safety that students are expected to abide by.

SCOPE

If you are enrolled as a student at the College, you must follow the Student Child Safe Code of Conduct in this Policy. It does not matter:

- how old you are whether you attend the College full-time, part-time or
- otherwise.

You must follow it whenever you are:

- in a College environment (College environments include both physical and online environments, as well as any place where College-related activities are occurring);
- or wearing your College uniform or can otherwise be identified as a College student.

RESPONSIBILITIES

Roles and responsibilities relevant to the Student Child Safe Code of Conduct are set out in the Child Safe Policy, available on our public website.

In addition:

- the applicable Campus Principal is responsible for developing and consulting with students about the Student Child Safe Code of Conduct
- the College's class teachers, home group teachers/house leaders, Student Leaders and SRC Leaders are responsible for helping students to understand and comply with the Student Child Safe Code of Conduct.

POLICY STATEMENT

Concordia College's Values

You **must** uphold the College's values. They are:

- Integrity
- Courage
- Aspiration
- Care
- Connection
- Grace

Integrity - Our actions align with our words, even when it is difficult

Courage - We embrace challenge and take healthy risks

Aspiration - We strive for continuous growth and improvement

Care - We show respect and kindness to ourselves and others

Connection - We welcome, include and appreciate others

Grace - We show humility, gratitude and forgiveness

Students' Rights

You have the right to:

- reach your full learning potential in a safe and supportive environment
- be safe
- be treated with respect, courtesy and kindness
- be an active part of, and contribute positively to, the community
- be treated fairly and justly
- have your human rights and other legal rights respected.

Students' Responsibilities

You **must**:

- follow other College rules and relevant policies, as well as the directions of teachers
- enable others to learn in a safe and supportive environment
- follow the Learning Community's policies, procedures and the directions of teachers at all times
- treat others with respect, courtesy and kindness
- represent the Learning Community well in the community
- accept and consider the consequences of your actions

- respect the human rights and legal rights of others.

Procedures

Consulting with Students About the Student Child Safe Code of Conduct

The College uses a variety of strategies to consult with students when developing and reviewing the Student Child Safe Code of Conduct. These may include surveys, discussion groups, consultation with the student representative body or other means.

For more information, refer to **Student Participation and Empowerment(Child Safe) Policy and Procedures** and **Regular Reviews and Continuous Improvement (Child Safe) Policy and Procedures**.

Raising Concerns About Safety

If you are concerned that a child, young person or student aged 18 or over is in immediate danger, call the Police on 000.

Any person, including students, can at any time contact CARL if they suspect that a child or young person (aged under 18) is being or has been harmed or is at risk of harm.

You can contact CARL on 13 14 78. CARL is open 24 hours a day, seven days a week. If you need support when making a report, a Child Safety Contact Officer can help you.

If you are concerned about your safety, or the behaviour of others, it's important that you tell a trusted adult. This could be a parent or carer, a trusted teacher or a College Child Safety Contact Officer.

Our Staff are committed to ensuring that all students feel empowered to speak up and be heard. Staff will take your concerns seriously. They will also ensure that you receive ongoing support.

The College provides all students with information about and encourages them to use multiple pathways to raise child safety concerns about or at the College, including concerns about the behaviour of other students.

You can raise concerns informally or formally, anonymously, or through external child advocacy or child safety organisations.

A child-friendly version of the Child Safe Policy, which explains the different pathways, is available [Child Friendly Child Safe Policy Link](#).

Implementation

The Student Child Safe Code of Conduct is:

Published in applicable Student Handbooks and diaries.

The College provides a child-friendly version of the Student Child Safe Code of Conduct, found [Insert a link](#) to or description of where your school's child-friendly version of the Student Child Safe Code of Conduct Policy and Procedures can be located., to all students.

Breach

If you breach the Student Child Safe Code of Conduct, or other College rules or policies, the College will follow the **Student Management Procedure** and may discipline you, but it will also support you to address behaviours that are not in line with the Code and to mitigate any underlying factors.

Definitions

Definitions of particular terms used in the Student Child Safe Code of Conduct Policy and Procedures can be found in **Child Safe Program Definitions**.

Source of Obligation

- Children and Young People (Safety) Act 2017 (SA), section 114
- National Principles for Child Safe Organisations, Principle 2

Related Policies

- Child Safe Policy
- Child Safe Code of Conduct Policy and Procedures
- Staff and Student Professional Boundaries Policy and Procedure
- Responding and Reporting Obligations (Child Safe) Policy and Procedures
- Risk Management (Child Safe) Policy and Procedures
- Compliance, Review and Improvement (Child Safe) Policies and Procedures
- Complaints Policy
- Student Participation and Empowerment (Child Safe) Policy and Procedures
- Student Duty of Care Program

Related Documents - (if applicable)

- child-friendly version of/information about the Complaints Management (Child Safe) Policy and Procedures

POLICY ADMINISTRATION

APPROVED AUTHORITY	Concordia College Board
RESPONSIBLE OFFICER	Head of College
LAST POLICY REVIEW DATE	November 2025
NEXT REVIEW DATE	November 2026

*Unless otherwise indicated, this policy will still apply beyond the review date. This policy will also be updated as required due to any changes in legislation etc.