



## **CHILD SAFE CODE OF CONDUCT**

**updated Feb 2019**

**renewal 2021 or as required by DET**

Morang South Primary School is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, Department policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal and school leaders of Morang South Primary School will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The Principal and school leaders of Morang South Primary School will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the school community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

All staff and volunteers of Morang South Primary School are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

At least annually, the school will ensure that appropriate guidance and training is provided to the individual members of the school staff and School Council about:

- individual and collective obligations and responsibilities for managing the risk of child abuse;
- child abuse risks in the school environment; and
- the school's current child safety standards.

### **ACCEPTABLE BEHAVIOURS:**

All staff, volunteers and school council members are responsible for supporting the safety of children by:

- adhering to Morang South Primary School's Child Safe policy and upholding the school's statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone in the school community with respect while living by our school values.
- listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused or that they are worried about their safety/ the safety of another child
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children (eg: never questioning an Aboriginal or Torres Strait Islander child's self-identification)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (This includes Morang South Primary School having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (eg: during personal care activities)
- ensuring as far as practicable that adults are not alone with children
- reporting any allegation of child abuse to the school's Principal or Assistant Principal
- understanding and complying with all reporting obligations as they relate to Mandatory
- Reporting any child safety concerns to the school's Principal or Assistant Principal if an allegation of child abuse is made, ensuring as quickly as possible that the child/ children are safe
- Reporting under the Crimes Act 1958

## **UNACCEPTABLE BEHAVIOURS:**

All staff and volunteers must not:

- Ignore or disregard any suspected or disclosed child abuse
- Develop any 'special' relationships with children that could be seen as favouritism (eg: the offering of gifts or special treatment for specific children)
- Exhibit behaviours with children which may be construed as unnecessarily physical (eg: inappropriate sitting on laps)
- Put children at risk of abuse (eg: by locking doors)
- Initiate unnecessary physical contact with children or do things of a personal nature that a child can do for themselves such as toileting or changing clothes
- Engage in open discussions of a mature or adult nature in the presence of children (eg: personal social activities)
- Use inappropriate language in the presence of children
- Express personal views on cultures, race or sexuality in the presence of children
- Discriminate against any child, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- Have contact with a child or their family outside of school without the Principal's knowledge or consent (eg: unauthorised after hours tutoring, private instrumental/ other lessons or sport coaching)
- Accidental contact, such as seeing people in the street, is appropriate
- Have any online contact with a child (including social media, email, instant messaging etc) unless necessary (eg: providing families with e-newsletters or assisting students with their school work)
- Exchange personal contact details such as phone number, social networking sites or email addresses with a child
- Photograph or video a child without the consent of the parent or guardian
- Work with children whilst under the influence of alcohol or illegal drugs
- Consume alcohol or illegal drugs at school or at school events in the presence of children

Morang South Primary School has identified that the following are not beyond bounds for physical contact:

- Assisting children with additional needs to complete physical tasks (eg: changing clothes)

**Evaluation:**

This policy is required to be reviewed bi-annually by DET.

<b>Date Implemented</b>	2016/2017 ; 1/02/2019
<b>Author</b>	Assistant Principal/Principal
<b>School Council - Approval Required</b>	School Council Ratified: 27/03/2019
<b>Date Reviewed</b>	29/03/2019
<b>Responsible for Review</b>	Assistant Principal
<b>Review Date</b>	01/02/2021
<b>Related Policies &amp; Materials</b>	Child Safe Policy Child Safe Obligations Policy Child Safe Statement
<b>References</b>	· Victorian Government Schools Policy Advisory Guide