

Child Safety Code of Conduct - Staff Alphington Primary School

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

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

The Principal and School Leaders of Alphington Primary School will support the implementation and monitoring of the Code of Conduct, and will provide information and support to ensure it operates 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 activities, including school camps, the use of digital technology and social media.

Acceptable behaviours

All staff and the school community involved in child related work are collectively responsible for supporting and promoting the safety of children by:

- upholding the school's statement of commitment to child safety at all times and adhering to the school's child safe policy
- treating students and families in the school community with respect both within and outside the school environment as part of normal social and community activities
- listening and responding to the views and concerns of students, particularly if they are telling you that they or another child has been abused or are worried about their safety/the safety of another child
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students
- promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds
- promoting the safety, participation and empowerment of students with a disability
- reporting any allegations of child abuse or other child safety concerns to the school's leadership

- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse
- ensuring, if there is suspicion of abuse that the appropriate procedures are followed.

Unacceptable behaviours

As staff of the school community involved in child-related work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts)
- exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity
- the use of personal contact channels (including by social media, email, instant messaging, texting etc) with a student other than your own, except where it is related to school work or extra-curricular activities or where there is a safety concern or other urgent matter
- photograph or video a child in a school environment except in accordance with DET policy or where required for duty of care purposes
- consume alcohol contrary to DET policy or take illicit drugs under any circumstances in the school environment or at other school events where students are present
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometime, for example while reading a storybook to a small child in an open plan area)
- put children at risk of abuse (for example, by locking doors)
- do things of a personal nature that a child can do for themselves, such as toileting or changing clothes
- use inappropriate language in the presence of children
- have contact with a child or their family outside of our organisation without our child safety officer's knowledge and/or consent (for example, no babysitting). Accidental contact, such as seeing people in the street, is appropriate)
- express personal views on cultures, race or sexuality in the presence of children

If you believe a child is at immediate risk of abuse phone 000.

I agree to adhere to this Code of Conduct:

Name:

Signature:

Date:

