

CHILD SAFE ENVIRONMENTS – CODE OF CONDUCT

RATIONALE

Amsleigh Park 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, DET policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal, School Leadership Team and Child Safe Environment Officer of Amsleigh Park Primary School will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide AN inclusive, safe and orderly schools and other learning environments. The Principal and School Leadership Team of Amsleigh Park 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.

GOALS

- ❖ To provide a Child Safe Environments code of conduct for all staff, contractors, volunteers and any other member of the school community involved in child-related work with students of Amsleigh Park Primary School
- ❖ To clearly communicate the appropriate conduct when undertaking child-related work with students of Amsleigh Park Primary School
- ❖ To complement the range of other school policies related to child safety and wellbeing of Amsleigh Park Primary School students

GUIDELINES

- ❖ The Child Safe Environments Code of Conduct will apply to all staff, contractors, volunteers and any other member of the school community involved in child-related work;
- ❖ All staff, contractors, volunteers and any other member of the school community must comply with this Code of Conduct and adhere to the following acceptable and unacceptable behaviours as described in the following section. These lists are not considered definitive and anyone subject to this Code of Conduct should also apply principles of common sense and care in any and all interactions with children.

Acceptable behaviours

As staff, volunteers, contractors, and any other member of the school community involved in child-related work individually, we are 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 *Amsleigh Park Primary School Child Safe Environments Policy*.
- Treating students and families in the school community with respect both within the school environment 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 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 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.
- Promoting safety and participation of vulnerable children including those in out of home care, affected by mental illness and any other welfare concern.
- Reporting any allegations of child abuse or other child safety concerns to the Principal or Assistant Principal, or if required to the relevant authority in accordance with the mandatory reporting or Duty of Care policies of Amsleigh Park Primary School.
- Understanding and complying with all reporting or disclosure obligations (including Child Safe Reporting Obligations Policy) as they relate to protecting children from harm or abuse.
- If child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

Unacceptable behaviours

As staff, volunteers, contractors, and any other member 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 or children 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.
- Communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, 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 school policy or where required for duty of care purposes¹
- In the school environment or at other school events where students are present, consume alcohol contrary to school policy² or take illicit drugs under any circumstances.

¹ SPAG: <http://www.education.vic.gov.au/school/principals/spag/safety/pages/photoandfilm.aspx> . The policy says the school should get consent before taking and publishing photos of a student. This applies every time a photo is taken. The same policy applies for excursions and school activities.

² SPAG: <http://www.education.vic.gov.au/school/principals/spag/safety/pages/alcohol.aspx>. The policy says the school must obtain school council approval before alcohol can be consumed on school grounds or at a school activity. The policy says staff members should not consume alcohol during camps and excursions. It is silent on whether they can consume alcohol at other school events where students are present, this is a matter that the school needs to decide upon.

This policy should be read in conjunction with the following Amsleigh Park Primary School Policies:

- *Statement of School Philosophy*
- *Child Safe Environments Policy*
- *Child Safe Reporting Obligations Policy*
- *Duty of Care Policy*
- *Visitors Policy*

ACHIEVEMENT MEASURES

- ❖ Consistent adherence to the code of conduct by all staff, contractors, volunteers and any other member of the school community involved in child-related work with students of Amsleigh Park Primary School.
- ❖ Community feedback
- ❖ Parent Opinion Survey

STATUS:

Reviewed: March 2019

Ratified: April 2019

Next Review: April 2021

*This Code of Conduct was endorsed/approved by the **Amsleigh Park Primary School Council on Tuesday 23rd April 2019 and will be** reviewed, if no legislative or other changes require in the interim, on or no later than April 2020.*
