



## CHILD SAFETY CODE OF CONDUCT

### PURPOSE

Roberts McCubbin 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, neglect 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 Roberts McCubbin Primary School will support implementation and monitoring of the Code of Conduct. They will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The Principal and school leaders of Roberts McCubbin 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.

### DEFINITION

A **Code of Conduct** lays out an organization's expectations and guiding principles for appropriate workplace behaviour. A code of professional conduct is a necessary component to any profession to maintain standards for the individuals within that profession to adhere. It brings about accountability, responsibility and trust to the individuals that the profession serves.

**School staff** being: an individual working in a school environment, whether or not they work in direct contact with children or young people, who is:

- directly engaged or employed by a school governing authority; or
- a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary) and any other member of the school community involved in child-related work

### POLICY

#### *Acceptable behaviours*

School staff 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 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 that they are worried about their safety/the safety of another child
- promoting the cultural safety, participation and empowerment of Indigenous 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, or student wellbeing leader
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- if a child is at risk of abuse, neglect or harm, ensuring as quickly as possible that the student(s) are safe and protected from harm

### *Unacceptable behaviours*

**School staff** must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop a relationship with any individual student that could be perceived as favouritism or amount to 'grooming' behaviour
- 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.
- 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 purposes
- in the school environment or at other school events where students are present, consume alcohol contrary to school policy or take illicit drugs under any circumstances.

**This Code of Conduct will be reviewed by School Council on an annual basis.**

**Last reviewed:** September 2018