

CHILD SAFE CODE OF CONDUCT POLICY 2022

Camp Hill PS



PURPOSE

Camp Hill PS 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 Camp Hill PS will support the 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 Camp Hill PS 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, volunteers and board members of Camp Hill Primary School are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

To implement the minimum Standards in accordance with Ministerial Order No. 870 – Child Safe Standards – Managing the risk of child abuse in schools, Camp Hill PS will always take account of the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable; and make reasonable efforts to accommodate such diversity.

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:

- Adhering to Camp Hill Primary School child safe policy at all times / upholding Camp Hill Primary School statement of commitment to child safety at all time
- Taking all reasonable steps to protect children from abuse
- 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 children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander children (for example, by never questioning an Aboriginal and Torres Strait Islander child's self-identification)
- Promoting the cultural safety, participation and empowerment of children who are vulnerable and/or with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- Promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- Ensuring as far as practicable that adults are not left alone with a child
- Reporting any allegations of child abuse to Camp Hill Primary School's Child Safety Officer (Chris Barker/leadership), and ensure any allegation to reported to the police or child protection

- Reporting any child safety concerns to Camp Hill Primary School's Child Safety Officer (Chris Barker/leadership)
- Understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse
- If an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe and protected from harm
- Encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

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 any 'special' relationships with children that could be seen as favouritism (for example; the offering of gifts or special treatment for specific children)
- Exhibit behaviours with children which may be construed as unnecessarily physical (for example; inappropriate sitting on laps. Sitting on laps could be appropriate sometimes, for example; while reading a storybook to a small child in an open plan area)
- 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
- 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
- Engage in open discussions of a mature or adult nature in the presence of children (for example; personal social activities)
- Use inappropriate language in the presence of children
- Express personal views on cultures, race, disability, gender or sexuality in the presence of children
- Discriminate against any child, including because of gender, culture, race, ethnicity or disability
- Have contact with a child or their family outside of our school 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)
- Have any online contact with a child or their family, unless necessary (for example; providing families with e-newsletters)
- 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.
- Exhibit behaviours with children which may be construed as grooming. Grooming is a criminal offence under the *Crimes Act 1958* (Vic). This offence targets predatory conduct undertaken by an adult to prepare a child, under the age of 16, to engage in sexual activity at a later time. Grooming can include communicating and/or attempting to befriend or establish a relationship or other emotional connection with the child or their parent/carer. For more information about this offence and reporting obligations see: [Child Exploitation and Grooming](#).

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 – draft text is provided in the guidance fact sheet

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Camp Hill Primary School’s Child Safety Officer Chris Barker / leadership.

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:

REVIEW CYCLE

This policy was last updated January 2022 and is scheduled for review January 2023.