



## Child Safety Code of Conduct

### **RATIONALE – Our commitment to Child Safety**

Narre Warren North Primary School is committed to child safety and establishing and maintaining child safe and child friendly environments where all children are valued and feel safe. We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently through our policies and procedures.

We support and respect all children, as well as our staff and volunteers. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for vulnerable children and children with a disability or medical condition and in out of home care.

Our school has specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

### **RATIONALE**

Narre Warren North Primary School is committed to child safety and establishing and maintaining child safe and child friendly environments. At our school all children are valued and have the right to feel safe and have opportunities to learn and develop to the best of their ability. We have zero tolerance of child abuse.

Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment. All students have the right to be safe in all school environments; be treated with respect by staff, volunteers and visitors; and be able to work and play in a secure environment without interference, intimidation, harassment, bullying or disruption. Developing safe and stimulating learning environments, with clear expectations for appropriate behaviours, is a priority at our school.

### **PURPOSE OF THE CODE OF CONDUCT**

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 at risk 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 Narre Warren North Primary School will support the implementation and monitoring of the Code of Conduct; and will plan, implement and monitor arrangements to provide an inclusive, safe and orderly school and other learning environments. We 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

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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.

## **GUIDELINES FOR ACTION**

### **1. All staff, visitors, volunteers, contractors and any other member of the school community involved in child related work at Narre Warren North Primary School are responsible for supporting the safety, participation, wellbeing and empowerment of students by:**

- Adhering to and upholding our school's Child Safety Policy at all times.
- Taking all reasonable steps to protect students from abuse.
- Treating students, staff 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 student has been abused and/or are worried about their safety or the safety of another.
- Promoting the cultural safety, participation, inclusion and empowerment of Aboriginal students.
- Promoting the cultural safety, participation, inclusion and empowerment of students with culturally and/or linguistically diverse backgrounds.
- Promoting the safety, participation, inclusion and empowerment of students with a disability or medical condition.
- Ensuring as far as practicable that adults are not left alone with a student and that if this occurs the adult can be seen by other adults (e.g. through the window and an open door).
- Reporting any allegations of student abuse to the Principal or Assistant Principal, and ensuring any allegation is reported to the police or DHHS Child Protection (refer to Mandatory Reporting Policy and Child Safety Policy).
- Reporting any student safety or wellbeing concerns to the Principal/Assistant Principal/Wellbeing Coordinator if an allegation of student abuse is made, and ensuring, as quickly as possible, that concerns are reported and that the student/s are safe.
- Encouraging students to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that directly affect them.

### **2. All staff, visitors, volunteers, contractors and any other member of the school community involved in child related work at Narre Warren North Primary School must not:**

- Ignore or disregard any concerns, suspicions or disclosures of child abuse.
- Develop relationships 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 construed as unnecessarily physical (for example, inappropriate sitting on laps, hugs initiated by the adult).

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- Ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate.
  - Put students at risk of abuse and make them feel unsafe (for example, locking students in an isolated room, intimidation, threatening comments/actions).
  - 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.
  - Use inappropriate language in the presence of students.
  - Express or convey any personal views on cultures, race or sexuality in the presence of students.
  - Discriminate against any student, because of culture, race, ethnicity, disability, sexuality or gender identity.
  - 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 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.
3. This Code of Conduct is to be read in conjunction with the school's Child Safety Policy, Mandatory Reporting Policy, Volunteers and Confidentiality Policy/Agreement and other relevant school policies.

This Code of Conduct is to be read with DET policy found at:

<http://www.education.vic.gov.au/about/programs/health/protect/Pages/childsafestandards.aspx>

Ratified by School Council 8<sup>th</sup> May 2018

Ratified by School Council: 9<sup>th</sup> October 2018

Ratified by School Council: 9<sup>th</sup> February 2021