



CHILD SAFE CODE OF CONDUCT

updated June 2022

Morang South 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, 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 Morang South Primary School will support 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 Morang South 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 Child Safety Code of Conduct applies to all physical and online environments used by students. It also applies during or outside of school hours and in other locations provided by the school for student use (for example, a school camp).

All staff and volunteers of Morang South Primary School are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

At least annually, the school will ensure that appropriate guidance and training is provided to the individual members of the school staff and School Council about:

- individual and collective obligations and responsibilities for managing the risk of child abuse;
- child abuse risks in the school environment; and
- the school's current child safety standards.

ACCEPTABLE BEHAVIOURS:

As Morang South Primary School, staff, volunteers, contractors, and any other member of our school community involved in child-connected work, we are responsible for supporting and promoting the safety of children by:

- adhering to Morang South Primary School's Child Safe policy and upholding the school's statement of commitment to child safety at all times
- taking all reasonable steps to protect children from abuse
- treating everyone in the school community with respect while living by our school values, within our school environment and outside our 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 (disclose) 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 children (eg: never questioning an Aboriginal or Torres Strait Islander child's self-identification)
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds or international students (This includes Morang South Primary School having a zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (eg: during personal care activities)
- promoting the safety, participation and empowerment of students who are unable to live at home
- promoting the safety, participation and empowerment of students who are lesbian, gay, bisexual, transgender and intersex (LGBTIQ+) students
- ensuring, as far as practicable, that adults are not alone with children
- reporting any allegation of child abuse to the school's Principal, Assistant Principal or Mental Health and Wellbeing Coordinator (MHWC)
- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our child safety responding and reporting policy and procedures and the [PROTECT Four Critical Actions](#).
- Reporting any child safety concerns to the school's Principal or Assistant Principal
- if an allegation of child abuse is made, ensuring as quickly as possible that the child/ children are safe
- Reporting under the Crimes Act 1958

UNACCEPTABLE BEHAVIOURS:

All staff and volunteers must not:

- Ignore or disregard any concerns, suspicions or disclosures of child abuse or harm
- Develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, by offering gifts)
- Display behaviours or engage with students in ways that are not justified by the educational or professional context
- Ignore an adult's overly familiar or inappropriate behaviour towards a student
- Discuss intimate topics or use sexualised language, except when needed to deliver the school curriculum or professional guidance
- Put children at risk of abuse (eg: by locking doors)
- Initiate unnecessary physical contact with children or 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 (eg: personal social activities)
- Use inappropriate language in the presence of children
- Express personal views on cultures, race or sexuality in the presence of children
- Discriminate against any child, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- Have contact with a child or their family outside of school hours without the Principal's knowledge or consent (eg: unauthorised after hours tutoring, private instrumental/ other lessons or sport coaching), except when needed to deliver the school curriculum or professional guidance and parental permission has been sought
- 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 schoolwork or extra-curricular activities or where there is a safety concern or other urgent matter
- Exchange personal contact details such as phone number, social networking sites or email addresses with a child
- Photograph or video a child or student in a school environment except in accordance with the [Photographing, Filming and Recording Students policy](#) or where required for duty of care purposes
- Work with children whilst under the influence of alcohol or illegal drugs
- Consume alcohol against school policy or take illicit drugs in the school environment or at school events in the presence of children

Morang South Primary School has identified that the following are not beyond bounds for physical contact:

- Assisting children with additional needs to complete physical tasks (eg: changing clothes)

Breaches to the Child Safety Code of Conduct

All Morang South Primary School staff, volunteers, contractors and any other member of the school community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial instrument, professional code or terms of engagement.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the Department of Education and Training Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Morang South Primary School Child Safety Code of Conduct must be reported to the Principal or Assistant Principal. If the breach or suspected breach relates to the principal, contact the Senior Education Improvement Leader (SEIL) allocated to Morang South Primary School for North Western Metropolitan Region (NWMR).

Evaluation:

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| Date Implemented | 2016/2017 ; 1/02/2019; 1/07/2022 |
| Author | Acting Principal |
| School Council - Approval Required | School Council Endorsed: 18/8/2022 |
| Date Reviewed | 03/08/2022 |
| Responsible for Review | Acting Principal |
| Next Review Date | 1/07/2024 |
| Related Policies & Materials | Child Safe Policy Child Safe Obligations Policy Child Safe Statement |
| References | Victorian Government Schools Policy Advisory Guide |