

# Springside P-9 College CODE OF CONDUCT



## **Rationale:**

All staff, volunteers and board members of Springside P – 9 College are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

## **Aims:**

**All personnel of Springside P – 9 College are responsible for supporting the safety, participation, wellbeing and empowerment of children by:**

- adhering to Springside P – 9 child safe policy at all times / upholding Springside P – 9 College statement of commitment to child safety at all time
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- 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 children (for example, by never questioning an Aboriginal child's self-identification)
- promoting the cultural safety, participation and empowerment of children 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
- ensuring as far as practicable that adults are not left alone with a child
- reporting any allegations of child abuse to Springside P – 9 College Child Safety Officers Vince Gentile (7 -9) and Victoria Stojanovski (P – 6) / leadership, and ensure any allegation to reported to the police or child protection
- reporting any child safety concerns to Springside P – 9 College Child Safety Officer Vince Gentile and Victoria Stojanovski / leadership
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

## **Exception:**

### **Staff and volunteers must not:**

- 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 sometime, for example while reading a storybook to a small child in an open plan area)
- 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 or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have contact with a child or their family outside of our organisation 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)
- in addition to the above clause, have any online contact with a child or their family (unless it is for an educational purpose, for example providing families with e-newsletters )
- ignore or disregard any suspected or disclosed child abuse.
- use any personal communication channels/device such as a personal email account
- exchange personal contact details such as phone number, social networking sites or email addresses
- photograph or video a child without the consent of the parent or guardians
- work with children whilst under the influence of alcohol or illegal drugs
- consume alcohol or drugs at school or at school events in the presence of children.

**Agreement:**

By observing these standards I acknowledge my responsibility to immediately report any breach of this code to Springside P – 9 College Child Safety Officer Vince Gentile (7 – 9) and Victoria Stojanovski (P – 6) and Principal Class Officer.

If you believe a child is at immediate risk of abuse phone 000.

**Evaluation:**

*This policy will be reviewed as part of the colleges review cycle.*

*This policy was last ratified by school council in AUGUST 2016*