



CODE OF CONDUCT

Rationale

All staff, volunteers and board members of Springside Primary School 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 Primary School are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Springside Primary School Child Safe Policy at all times / upholding Springside Primary School 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 Primary School's Child Safety Officers/Principal Class Officers, and ensure any allegation to reported to the police, child protection and emergency management
- reporting any child safety concerns to Springside Primary Schools Child Safety Officers/Principal Class Officers
- 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.

Implementation

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 (See Photographing, Filming and Recording Students Policy and Springside Primary School's Annual Media Release Forms)
- 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.

Evaluation

- This policy will be reviewed as part of the school's review cycle.
- This policy was ratified by school council in **MAY 2020**.

Agreement

By observing these standards, I acknowledge my responsibility to immediately report any breach of this code to Springside Primary School Child Safety Officers and Principal. If you believe a child is at immediate risk of abuse phone 000.

Name:

Signature:

Date: