

CAMPBELLFIELD HEIGHTS PRIMARY SCHOOL

CHILD SAFETY - CODE OF CONDUCT



“At CHPS we are committed to developing safe, respectful, responsible and successful learners by promoting a stimulating, positive and inclusive environment”

Campbellfield Heights Primary School is committed to the safety and well-being of children and young people. Our school community recognises the importance of, and a responsibility for ensuring our school is 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, DET policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal along with the Child Safety Officer will support the implementation and monitoring of the code of conduct and will plan, implement and monitor arrangements to provide inclusive, safe learning environments. The Principal along with the Child Safety Officer 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 schools situations, including school camps, excursions and in the use of digital technology and social media.

All Campbellfield Heights Primary School Staff, Volunteers, contractors and other School Community Members involved in child-related work are responsible for supporting and promoting the safety of children by:

- adhering to the 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
- listening and responding to the views and concerns of children, particularly if they are telling you 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 (for example, by never questioning an Aboriginal and Torres Strait Islander 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 alone with a child
- reporting any allegations of child abuse to the child safety officer (Maritsa Rousalis) or school’s leadership team (Jo Howard, Susie Bellizia)
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958
- reporting any child safety concerns to the child safety officer (Maritsa Rousalis) or school’s leadership team (Jo Howard, Susie Bellizia)
- if an allegation of child abuse is made, ensuring as quickly as possible that the child(ren) are safe
- Reporting to the Victorian Institute of Teaching any charges, committals for trial or convictions in relation to a sexual offence by a registered teacher, or certain allegations or concerns about a registered teacher.

All Campbellfield Heights Primary School Staff, Volunteers, contractors and other School Community Members MUST NOT:

- ignore or disregard any suspected or disclosed child abuse
- develop any 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)

- exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the education, therapeutic or service delivery context
- ignore behaviours by an adult towards students when they appear to be inappropriate
- 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 therapeutic setting
- put children at risk of abuse (for example, by locking doors, one to one in cars)
- initiate unnecessary physical contact which 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 (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 age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- have contact with a child or their family outside of school without the school's leadership or child safety officer's knowledge and/or consent or the school governing authority's approval (for example, unauthorised after hours tutoring, private instrumental/other lessons or sport coaching). Accidental contact, such as seeing people in the street, is appropriate.
- have any online contact with a child (including by social media, email, instant messaging etc.) or their family (unless necessary e.g. by providing families with e-newsletters or assisting students with their school work)
- 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.

Any person in Breach of this Code of Conduct will be made subject to an investigation, and the appropriate authorities will be informed.

If you believe a person is in Breach of this Code of Conduct you are required to speak to the Schools Child Safety Officer or Leadership Team – please refer to Child Safety Policy for details.

This policy will be reviewed annually

This document is to be read in conjunction with CHPS Child Safety Policy, Staff Handbook and CHPS Mandatory Reporting Policy.

This document has been reviewed and ratified by School Council 19/02/2020