



DANA STREET PRIMARY SCHOOL NO. 33  
BALLARAT EST. 1857

## Child Safety

### Code of Conduct

February 2020

#### **Purpose and Scope**

Ballarat Primary School's Child Safety Code of Conduct establishes acceptable and unacceptable behaviours by members of the School community. It creates professional boundaries for employees of the School, ethical behaviour and the parameters of acceptable and unacceptable relationships. The code is intended to offer guidance to inform personal, professional and ethical decision making.

The code of conduct is part of a broader culture of child safety that is woven into the fabric of Ballarat Primary School. As a community, our unified commitment to ensuring the safety and wellbeing of children is paramount to our actions and decision making. As a school community, we are guided by a common commitment to what is acceptable and unacceptable behaviour to each other and when engaging with children.

Child safety is the responsibility of everyone at Ballarat Primary School.

#### **Policy**

Ballarat 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 Ballarat Primary School will support 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. The Principal and school leaders of Ballarat 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 Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

### **Acceptable behaviours**

As staff, volunteers, contractors, and any other member of the school community involved in child-related work individually, we are responsible for supporting and promoting the safety of children by:

- upholding the school's statement of commitment to child safety at all times and adhering to the school's child safe policy
- treating students 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
- encouraging students to 'have a say' by listening and responding to their views and concerns, 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 safety, welfare and wellbeing of students and being a positive role model to all Ballarat Primary School students
- using positive and affirming language towards students
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students
- promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds
- respecting cultural, religious and political differences
- promoting the safety, participation and empowerment of students with a disability
- reporting any allegations of child abuse or other child safety concerns to the school's leadership or child safety officer (Sam Streeter)
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm
- reporting any breaches of this Child Safety Code of Conduct that are deemed necessary to Principal or Assistant Principal

### **Unacceptable behaviours**

As staff, volunteers, contractors, and any other member of the school community involved in child-related work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop a relationship 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 interpreted as abusive and not justified by the educational, therapeutic, or service delivery context
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate

- engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a student can do themselves, such as toileting or changing clothes.
- 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
- treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- 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 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, or upload student images/ personal information 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 or take illicit drugs under any circumstances.

This Code of Conduct forms part of a school wide culture of child protection that provides education and information for members of Ballarat Primary School staff, parents, contractors and volunteers as to how to identify key risk indicators of child abuse and how to report child abuse concerns to the Principal or Assistant Principal.

Regardless of the nature of the relationship i.e Parent /Personal staff are expected to always maintain a high level of professionalism when dealing with students as per our child safety code of conduct.

*By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to BALLARAT PRIMARY SCHOOL'S Child Safety Officer (Sam Streeter) and/or Principal (Natalie Toohey)*

*I agree to adhere to this Code of Conduct*

*Name : .....*

*Signature: .....*

*Date: .....*

*This Code of Conduct was endorsed/approved by the Ballarat Primary School Council in February 2020 and will be reviewed no later than December 2021*