



CHILD SAFE ENVIRONMENT CODE OF CONDUCT POLICY

Mt Waverley Heights Primary School is committed to the safety and wellbeing of children. 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 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 leadership team of Mt Waverley Heights Primary School will support the implementation and monitoring of the Code of Conduct and will plan, implement and monitor arrangements to provide an inclusive, safe and orderly school and all its learning environments. The Principal and school leadership team of Mt Waverley Heights 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 children 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 Environment Policy.
- treating students and families in the school community with respect, both within and outside the school environment, as part of normal social and community activities.
- listening and responding to the views and concerns of students, particularly if they are telling us 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 students.
- promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds.
- promoting the safety, participation and empowerment of students with a disability.
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- reporting any allegations of child abuse or other child safety concerns to the Principal or Assistant Principal.
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

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.
- exhibit behaviours with children which may be misconstrued (for example inappropriate sitting on laps)
- exhibit behaviours or engage in activities with students which may be interpreted as abusive
- 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
- 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, gender, sexuality or disability
- have any online contact with a child or their family except for necessary school related matters.
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts).
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to the Principal/ Assistant Principal

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

I agree to adhere to this Code of Conduct:

Name:

Signature:

Date:

This policy will be reviewed as a part of the school's cyclic review process.

Status: Reviewed Oct 2016

Ratified: 22 Feb 2017

Next Review: Sep 2019