



Tecoma Primary School

Child Safety Code of Conduct

Tecoma 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 Tecoma Primary School will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The Principal and school leaders of Tecoma Primary School will also provide information and support to enable the Code of Conduct to operate effectively.

At Tecoma Primary School we have a commitment to **zero tolerance of child abuse**. This is a commitment which is led by our School Council, School Leadership team, all staff and is shared openly and transparently with all members of our school community.

Purpose:

Tecoma Primary School's Code of Conduct will be used:

- as part of induction training for new staff, School Councillors and volunteers
- as part of refresher training for staff, School Councillors and volunteers
- to inform parents/carers and other persons associated with Tecoma PS what behaviour they can expect from our school's leadership team, staff, School Councillors and volunteers
- to support and inform organisational protocols and reporting procedures should breaches of the code be suspected or identified
- as a reference to the code of conduct in employment advertisements and contracts to ensure compliance.
- staff, school councillors and volunteers are required to sign the code of conduct

Objectives:

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. All personnel of Tecoma Primary School are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Tecoma Primary School's Child Safety Policy at all times
- upholding Tecoma Primary School's statement of commitment to child safety at all times
- 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 (for example, during personal care activities)
- ensuring as far as practicable that adults are not left alone with a child
- reporting any allegations of child abuse to the Principal/Assistant Principal or a member of the leadership team, and ensure any allegation are reported to the police or child protection
- reporting any child safety concerns to the Principal/Assistant Principal or a member of the leadership team,
- 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.

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
- 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
- listening and responding to the views and concerns of students, 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 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
- reporting any allegations of child abuse or other child safety concerns to the school’s leadership
- 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.

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
- 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 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 contrary to school policy or take illicit drugs under any circumstances.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to the Principal/Assistant Principal or a member of the leadership team.

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: