

SURFSIDE PRIMARY SCHOOL

STAFF AND VOLUNTEERS CHILD SAFETY CODE OF CONDUCT



Surfside Primary School is fully committed to protecting the safety and wellbeing children and to treating all members of the school community with equality, dignity and respect regardless of their gender. 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.

We are fully committed to preventing child abuse, identifying risks early, and will take every reasonable action to eliminate the risk of child abuse. We take a zero tolerance approach to all forms of child abuse. We are committed to providing a safe workplace for staff experiencing domestic and family violence. Our school supports and respects all children, staff and volunteers.

The school recognises the prevalence and impact of gender based discrimination and harassment and is committed to building a school culture that challenges the stereotypes, power differences and social norms that foster gender inequality.

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.

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.

Individuals who engage in 'child-related work' are required to have a Working with Children Check (WWC Check). 'Child-related work' is any work that involves 'direct contact' with a child that is part of the person's work. Direct contact with children includes oral, written or electronic communication as well as face-to-face and physical contact

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, wellbeing and empowerment of children by:

- **Adhering to Surfside Primary School's child safe policy at all times and upholding the 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.
- 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).
- 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.
- Use sexist, stereotyping or discriminatory language
- Make jokes that rely on gender stereotypes
- Access or share sexist or discriminatory materials.
- Discriminate against any child, including because of age, gender, culture, race, ethnicity, vulnerability, sexuality, ethnicity or disability.

- Have contact with a child or their family outside of our organisation without the Principal's knowledge and/or consent (for example, private tutoring arrangements, sport coaching). (Accidental contact, such as seeing people in the street, is appropriate).
- Have any online contact with a child or their family (unless necessary, for example providing families with e-newsletters or assisting students with learning).
- Ignore or disregard any suspected or disclosed child abuse.
- Threaten, abuse or harass another person or student
- Share offensive, discriminatory, sexist, or violent materials

Declaration of Commitment to abide by the Code of Conduct

By observing these standards you acknowledge your responsibility to abide by this code of conduct and immediately report any breach of this code to the Principal or Assistant Principal of Surfside Primary School.

I agree to adhere to this Code of Conduct:

Name:

Role:

Signature:

Date:

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

All staff, contractors and volunteers will be provided with this form along with the Statement of Values on commencement at Surfside Primary School.