 CHILD SAFETY

CODE OF CONDUCT

*(Ratified by School Council on March 2017 to be reviewed February 2020)*

**Rationale:**

Kialla Central 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.

**Aims:**

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 staff of Kialla Central 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. They will also provide information and support to enable the Code of Conduct to operate effectively.

**Implementation:**

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**

**All personnel of Kialla Central Primary School are responsible for supporting the safety, participation, wellbeing and empowerment of children by:**

* adhering to Kialla Central Primary School child safe policy at all times / upholding Kialla Central’s statement of commitment to child safety at all time;
* 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 ***Kialla Central Primary School Child Safety Officer ~ Debbie Humphries*** and ensure any allegation to reported to the police or child protection;
* reporting any child safety concerns ***Kialla Central Primary School Child Safety Officer ~ Debbie Humphries;***
* if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe; and
* encouraging children to ‘have a say’ and participate in all relevant organisational activities where possible, especially on issues that are important to them.

**UNACCEPTABLE BEHAVIOURS**

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

* 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 purposes1
* in the school environment or at other school events where students are present, consume alcohol contrary to school policy 2 or take illicit drugs under any circumstances.

The school may review its Child Safety Code of Conduct on an as needs basis. As a minimum the code should be reviewed every 3 years.