



# North Melbourne Primary School

## Child Safety

### Code of Conduct

Approval date: 9/9/2016

Renewal Date: 9/9/2019

North Melbourne 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. Our conduct 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 North Melbourne 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 North Melbourne 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-connected 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 and environments, including school camps and also, 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-connected 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 Include adhering to the School Child Safety Policy
- Taking all reasonable steps to protect students from abuse
- 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 or wellbeing officer
- 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-connected work we must not:

- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Exhibit or initiate behaviours with children that may be construed as unnecessary physical contact
- Have deliberate contact with a child outside of the school without the school's leadership knowledge or consent of school council
- 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 delivering the education curriculum
- 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 (*Exemption only for school use in accordance to school policy and only with written permission from parent or guardian*)
- 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 (*Exemption only for the consumption of alcohol at school events where the sale of alcohol has been approved by school council*)
- Work with children whilst under the influence of alcohol or illegal drugs



**Definitions:**

**Child** means a child enrolled as a student at the school.

**Child abuse** includes-

- a) Any act committed against a child involving-
  - (i) A sexual offence; or
  - (ii) An offence under section 498(2) of the *Crimes Act 1958* (grooming); and
- b) The infliction, on a child, of-
  - (i) Physical violence; or
  - (ii) Serious emotional or psychological harm; and
  - (iii) Serious neglect of a child.

**Child-connected work** means work authorised by the school governing authority and performed by an adult in a school environment while children are present or reasonably expected to be present.

**Child safety** encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.

**School environment** means any physical or virtual place made available or authorised by the school governing authority for use by a child during or outside school hours, including:

- a) A campus of the school;
- b) Online school environments (including email and intranet systems); and
- c) Other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, and other events).

**School staff** means

- (i) Employed under Part 2.4 of the ETR Act in the government teaching service; or
- (ii) Employed under a contract of service by the council of the school under Part 2.3 of the ETR Act; or
- (iii) A volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary)