



Child Safety Code of Conduct

Child Safety Standards

All staff, volunteers and school council members of Albert Street Primary School, are required to observe child safety principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

Purpose

The purpose of this code of conduct is to:

- Promote child safety in the ASPS school environment.
- Set standards about the ways in which individuals working in the ASPS environment are expected to behave and conduct themselves when interacting with our students.
- Outline the possible consequences should this code of conduct be breached.

Scope

All individuals who are working in the ASPS environment are required to comply with this code of conduct. Such individuals, referred to as staff in this policy, include those who are:

- Directly engaged or employed by ASPS, such as its teachers, non-teaching staff and specialist coaches.
- A volunteer or a contracted service provider.

The ASPS environment is any physical or virtual place made available or authorised by ASPS for use by a child during or outside of school hours, and includes:

- Online school environments including email and intranet systems.
- Other locations provided by ASPS for our student's use, including locations used for school camps, sporting events, excursions, competitions and other events.

Standards of Conduct:

ASPS staff are responsible for supporting the safety, participation, wellbeing and empowerment of children and are expected to behave with children by:

- Respecting their privacy.
- Protecting them from violence, abuse, bullying, torment, ridicule and neglect.
- Respecting the language and customs of their family.
- Avoiding covert or overt sexual behaviours when interacting with them.
- Maintaining appropriate physical and emotional boundaries when in their presence.
- Refraining from using or possessing illegal drugs or alcohol when working with them.
- Being positive role models.
- Treating everyone with respect when in their presence.

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- 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 emotional, physical and cultural safety of all children.
- Immediate reporting any allegations of child abuse to Leadership and/or the Primary Welfare Officer.
- Reporting any child safety concerns to Leadership and/or the Primary Welfare Officer.
- Responding promptly if an allegation of child abuse is made and as quickly as possible, ensuring that the child(ren) are safe.
- Encouraging students to have a voice and participate in all relevant school activities where possible, especially on issues that are important to them.
- Using online contact with students and their families only for educational or relevant school purposes.

ASPS staff must not engage in specific inappropriate behaviours with children that include, but are not limited to the following:

- Develop any 'special' relationships with the 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 or inappropriately physical.
- Put children at risk of abuse.
- Do things of a personal nature that a child can do for themselves, such as toileting or changing clothes.
- Engage in open discussion of a mature or adult nature in the presence of children.
- Use inappropriate language in the presence of children.
- Express personal views in a discriminatory or demeaning way on cultures, race or sexuality in the presence of children.
- Discriminate against any child, because of (but not limited to) culture, race, sex, ethnicity or disability.
- Initiate contact with an ASPS child or their family outside of our organisation without the relevant Principal's knowledge and/or consent (for example, no babysitting or private tutoring) providing that appropriate contact would be accidental contact, such as seeing people in a public place or the child of a staff member having a playdate with a peer.
- Ignore or disregard any suspected or disclose child abuse.

Teachers

Teachers are specifically required to abide by the principles relating to relationships with students as set out in the *Victorian Teaching Profession Code of Conduct* published by the Victorian Institute of Teaching. These principles include:

- Knowing their students well, respecting their individual differences and catering for their individual abilities.

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- Work to create an environment which promotes mutual respect.
- Model and engage in respectful and impartial language.
- Protect students from intimidation, embarrassment, humiliation and harm.
- Respect a student's privacy in sensitive matters.
- Interact with students without displaying bias or preference.
- Do not violate or compromise the unique position that a teacher holds of influence and trust in their relationship with students.

Sports and Recreation

Coaches, staff members and volunteers involved in coaching, training or assisting students during sporting and recreation activities should adopt practices that assist children to feel safe and protected, including:

- Using positive reinforcement and avoiding abusive, harassing or discriminatory language.
- Coaching students to be "good sports."
- If physical contact with a student by a coach or other adult is necessary during a sport or other recreational activity, explain the reason for the contact and ask for the student's permission.

School Nurses

Nurses are responsible for maintaining their professional and personal boundaries when providing care to our students. This care is likely to include personal contact with a student. Nurses are to abide by the minimum standards for practice as set out in the current *Code of Professional Conduct for Nurses in Australia* which provides:

- Nurses practice in accordance with the standards of their profession.
- Nurses respect dignity, culture, ethnicity, values and beliefs of people receiving care and treatment.
- Nurses treat personal information obtained in a professional capacity as private and confidential.
- Nurses promote and preserve the trust and privilege inherent in their relationship with those in their care.

Breach of this Code

Staff who breach this code of conduct will be liable to disciplinary action in accordance with ASPS's disciplinary policies. Such disciplinary action will be dealt with on a case by case basis and will be at the discretion of the Principal and/or the leadership team.

Contractors and volunteers of ASPS, who breach this code of conduct, may face termination of their engagement of ASPS. Employees of contractors or sub-contractors may also be refused permission to continue working in the ASPS environment.

In appropriate cases, a breach may be referred to the Victoria Police and/or a regulatory body, such as the Victorian Institute of Teaching.

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Implementation and Review

The school community will be informed about this policy. It will be available on the ASPS website and communicated through the school's newsletters.

This policy will be reviewed at least every two years and otherwise as often as circumstances require.

This policy was ratified on September 1st 2017