



CHILD SAFETY CODE OF CONDUCT

Colac Primary School commits to a 'zero tolerance of child abuse'. Appropriate arrangements are in place to regulate the conduct and decisions of school staff for the benefit of our students. We support, encourage and enable staff, parents, and children to understand, identify, discuss and report child safety matters; and support or assist children who disclose child abuse, or are otherwise linked to suspected child abuse. We commit to ensuring the safety of children with a disability, ATSI and CALD backgrounds, and students with diverse sexual and/or gender identifications and children who are vulnerable.

Purpose

This Code of Conduct has a specific focus on safeguarding children and young people at **Colac** Primary School against sexual, physical, psychological and emotional abuse or neglect. It is intended to complement other professional and/or occupational codes.

All staff, volunteers, contractors and school council members at Colac Primary School are expected to actively contribute to a school culture that respects the dignity of its members and follows the school's core values. They are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

- adhering to Colac Primary School's child safe policy at all times / upholding Colac Primary School'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 Principal Shelby Papadopoulos and ensure any allegation is reported to the police or child protection
- understanding and complying with all reporting obligations as they relate to mandatory reporting and reporting under the Crimes Act 1958
- reporting any child safety concerns to Principal Shelby Papadopoulos or Assistant Principal Jill Newcombe
- 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.

Staff and volunteers must not:

develop any ‘special’ relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)

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

- discriminate against any child, including because of age, gender, race, culture, vulnerability, sexuality, ethnicity or disability
- ignore or disregard any suspected or disclosed child abuse.

this Staff Code of Conduct is to be read in conjunction with Victorian Public Sector Commission – Code of Conduct: for Victorian Public Sector Employees

<http://vpsc.vic.gov.au/resources/code-of-conduct-for-employees/> and: Victorian Institute of Teaching: The Victorian Teaching Profession Code of Conduct <http://www.vit.vic.edu.au/professional-responsibilities/conduct-and-ethics> .

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Principal Shelby Papadopoulos or Assistant Principal Jill Newcombe

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:
