

# KIEWA VALLEY PRIMARY SCHOOL

## CHILD SAFETY CODE OF CONDUCT



Kiewa Valley 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.

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 (unit leaders, wellbeing staff) of Kiewa Valley 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 Kiewa Valley Primary School will also provide information and support to enable the Code of Conduct to operate effectively.

All DET staff, contractors, volunteers, allied health professionals and any other member of the school community involved in child-related work are required to comply with the Code of Conduct. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

## **Acceptable behaviours – DET STAFF**

### **As DET staff, we are responsible for supporting and promoting the safety of children by:**

- upholding our school's statement of commitment to child safety at all times and adhering to our school's child safe policy
- 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 (by immediately reporting to our principal) 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
- immediately reporting any allegations or suspicions of child abuse or other child safety concerns to our school principal so that actions can be taken to ensure that the student(s) are safe and protected from harm
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- presenting in a responsible and professional manner at all times (behaviour and appropriate attire)
- ENSURING COMPLETE AND ONGOING CONFIDENTIALITY REGARDING CONCERNS ABOUT CHILD SAFETY OR SUSPECTED CHILD ABUSE AS REPORTED TO OUR PRINCIPAL

## **Unacceptable behaviours – DET STAFF**

### **As DET staff we must not:**

- ignore or disregard any concerns, suspicions or disclosures of child abuse and must immediately report to our principal whilst ensuring complete confidentiality
  - 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 and promptly report concerns to our principal whilst exercising complete confidentiality
  - 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
  - photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes<sup>1</sup>
  - in the school environment or at other school events where students are present, consume alcohol contrary to school policy<sup>2</sup> or take illicit drugs under any circumstances.
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## **Acceptable behaviours – volunteers, contractors, allied health professionals and any other member of the school community involved in child related work at KVPS**

**As volunteers, contractors, allied professionals and any other member of the school community involved in child-related work individually, we are responsible for supporting and promoting the safety of children by:**

- upholding Kiewa Valley Primary School's statement of commitment to child safety at all times and adhering to the school's child safe policy
- 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 (by immediately reporting to the principal) 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
- immediately reporting any allegations or suspicions of child abuse or other child safety concerns to our school principal so that actions can be taken to ensure that the student(s) are safe and protected from harm
- understanding and complying with all reporting or disclosure obligations as they relate to protecting children from harm or abuse.
- presenting in a responsible and professional manner at all times (behaviour and appropriate attire)
- ENSURING COMPLETE AND ONGOING CONFIDENTIALITY REGARDING CONCERNS ABOUT CHILD SAFETY OR SUSPECTED CHILD ABUSE AS REPORTED TO OUR PRINCIPAL

**Unacceptable behaviours – volunteers, contractors and any other member of the school community involved in child related work at KVPS**

**As 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 and must immediately report to our principal whilst ensuring complete confidentiality
- 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
- use inappropriate or sexualised language in our school environment nor discuss content of intimate nature
- 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
- photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes<sup>3</sup>
- in the school environment or at other school events where students are present, consume alcohol contrary to school policy<sup>4</sup> or take illicit drugs under any circumstances.

**2019 SCHOOL YEAR**

Name: \_\_\_\_\_

Signature \_\_\_\_\_

Date: \_\_\_\_\_

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*This Code of Conduct was endorsed/approved by the KIEWA VALLEY PRIMARY SCHOOL COUNCIL ON July 29<sup>th</sup> 2019 for review if legislative or other changes require in the interim or no later than December 2020*

SPAG: <http://www.education.vic.gov.au/school/principals/spag/safety/pages/photoandfilm.aspx> . The policy says the school should get consent before taking and publishing photos of a student. This applies every time a photo is taken. The same policy applies for excursions and school activities.

SPAG: <http://www.education.vic.gov.au/school/principals/spag/safety/pages/alcohol.aspx>. The policy says the school must obtain school council approval before alcohol can be consumed on school grounds or at a school activity. The policy says staff members should not consume alcohol during camps and excursions. It is silent on whether they can consume alcohol at other school events where students are present, this is a matter that the school needs to decide upon – draft text is provided in the guidance fact sheet