

Mildura South Primary School



Staff Code of Conduct Policy

Updated August 2020

Mildura South 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. Mildura South Primary School is a **Positive Education** School.

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 leadership team Mildura South 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 school environment. The Principal and school leadership team of Mildura South 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-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour noted below. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

Acceptable Behaviour

As staff, contractors, volunteers 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:

- adhering to **Mildura South Primary School's** child safe policy and statement of commitment to child safety at all times
- adhering to **DET guidelines** for child safety during Remote and Flexible Learning.
- treating staff, students and families in the community both in and outside the school environment 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 and Torres Strait Islander 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)
- promoting the cultural safety, participation and empowerment of children from out of home care
- ensuring as far as practicable that adults are not left alone with a child

- reporting any allegations of child abuse to **Mildura South Primary School's Child Safe Officers**, including the Principal, Assistant Principal or Wellbeing teacher.
- reporting any child safety concerns to **Mildura South Primary School's Child Safe Officers**, including the Principal, Assistant Principal or Wellbeing teacher.
- 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 Behaviour

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

- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- become a 'friend' on social media (ie. Facebook, Instagram) with any child from Mildura South Primary School or photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes
- communicate directly with a child through personal or private contact channels (including social media, email, instant messaging, texting etc) except when communication is reasonable in all the circumstances, related to school work or extra curricula activities or where there is a safety concern or other urgent matter
- exhibit behaviours or engage in activities with children which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context (for example inappropriate sitting on laps)
- ignore behaviours by other adults towards children when they appear to be to be overly familiar or inappropriate
- 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
- discuss content of an intimate nature or use sexual innuendo with children, except when it occurs relevantly in the context of parental guidance such as in delivering curriculum or in a therapeutic setting
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- treat a child unfavourably because of their culture, race, ethnicity, age, gender, vulnerability or disability
- 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
- photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to **Mildura South Primary School's Child Safe Officers**, including the Principal, Assistant Principal or Wellbeing teacher.

If you believe a child is at immediate risk of abuse phone 000.

REVIEW PERIOD

CUSTODIAN: PRINCIPAL CLASS

AMENDMENTS MADE BY CUSTODIANS ONLY.

ALL AMENDMENTS TO BE PASSED BY SCHOOL COUNCIL.

ALL STAFF TO BE ADVISED OF POLICY AMENDMENTS.

Revision	Review Date	Reviewer	Amendments	Passed by School Council	Comments
A	24.10.2019	Roger Kent(A.P.)	No	Yes	Adapted from DET Exemplar Policy
B	12.11.2019	Roger Kent(A.P.)	Yes	Yes	Additions made according to DET guidelines
B	20.8.2020	Roger Kent(A.P.)	Yes		Remote and Flexible Learning considered P.1