

### Child Safety Code of Conduct Policy

St. John's Lutheran Primary School aims to provide a caring and safe learning environment, where the love of Jesus Christ governs all interactions and relationships. Members of the St. John's Lutheran Primary School community have a responsibility to ensure children and young people are safe in all school environments and school related activities.

A Child Safety Code of Conduct lists behaviours that are acceptable and those that are unacceptable. It provides a high-level statement of professional boundaries, ethical behaviour and acceptable and unacceptable relationships. For more detailed guidance refer to the School's Staff and Student Professional Boundaries Policy.

When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children. When everyone is educated about the Code of Conduct and the reasons it is so important to uphold, the school environment becomes much more transparent and people are accountable for their behaviour. Above all, a Child Safety Code of Conduct helps to protect children from harm.

The Child Safety Code of Conduct set out below is designed to stand alone. It can also be incorporated in whole or part into broader Codes of Conduct that are developed within the School, including other professional or occupational codes of conduct that regulate particular staff at the School. The Code is made available to all staff, volunteers, families and students.

This Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards students. The Code serves to protect students, reduce any opportunities for abuse or harm to occur, and promote child safety in the school environment. It provides guidance on how to best support students and how to avoid or better manage difficult situations. Where a staff member breaches the Code, St. John's Lutheran Primary School may take disciplinary action, including in the case of serious breaches, summary dismissal. The School revises the Code annually.

St. John's Lutheran Primary School has the following expectations of behaviours and boundaries for all adults interacting with students within our School community. This includes all teaching staff, non-teaching staff, council members, volunteers, third party contractors, external education providers and parents/carers.

Do:

1. behave as a positive role model to students
2. promote the safety, welfare and wellbeing of all students
3. be vigilant and proactive with regard to student safety and child protection issues
4. provide age appropriate supervision for students
5. comply with guidelines published by the School with respect to child protection
6. treat all students with respect
7. promote the safety, participation and empowerment of students with a disability

8. promote the cultural safety, participation and empowerment of linguistically and culturally diverse students
9. use positive and affirming language toward students
10. encourage students to 'have a say' and then listen to them with respect
11. respect all differences, especially (but not limited to) cultural, religious and political differences
12. help provide an open, safe and supportive environment for all students to interact, and socialise
13. intervene when students are engaging in inappropriate bullying behaviour towards others or acting in a humiliating or vilifying way
14. report any breaches of this Child Safety Code of Conduct
15. report concerns about child safety to one of the School's welfare team and ensure that your legal obligations to report allegations externally are met
16. where an allegation of child abuse is made, ensure as quickly as possible that the student involved is safe
17. call the Police on 000 if you have immediate concerns for a student's safety
18. respect the privacy of students and their families and only disclose information to people who have a need to know.

Do not:

1. engage in any form of inappropriate behaviour towards students or expose students to such behaviour.
2. use prejudice, oppressive behaviour or inappropriate language with students.
3. express personal views on cultures, race or sexuality in the presence of students or discriminate against any student based on culture, race, ethnicity or disability.
4. engage in open discussions of an adult nature in the presence of students.
5. engage in any form of sexual conduct with a student including making sexually suggestive comments and sharing sexually suggestive material.
6. engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a student can do for themselves, such as toileting or changing clothes.
7. engage in any form of physical violence towards a student including inappropriately rough physical play.
8. use physical means or corporal punishment to discipline or control a student.
9. engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm.
10. develop 'special' relationships with students that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students).
11. engage in undisclosed private meetings with a student that is not your own child.
12. engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student.
13. take or publish (including online) photos, movies or recordings of a student without parental/carer consent.
14. post online any information about a student that may identify them such as their full name, age, email address, telephone number, residence, school or details of a club or group they may attend
15. ignore or disregard any suspected or disclosed child abuse.

Our Child Protection Program includes training on Staff and Student Professional Boundaries (Module 9) that provides detailed guidance for all staff and volunteers on how to maintain professional boundaries between students and adults at St. John's Lutheran Primary School.

The Program also includes information for members of the School Council, staff and volunteers as to how to identify key risk indicators of child abuse and how to report child abuse concerns to one of our School's nominated Welfare Team.

It also contains detailed procedures with respect to the reporting of child abuse incidents to relevant authorities.

Third party contractors, external education providers, students, parents or other community members who have concerns that a child may be subject to abuse are asked to contact one of the School's welfare team.

Communication will be treated confidentially on a 'need to know basis'.

Whenever there are concerns that a child is in immediate danger, the Police should be contacted on 000.

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

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

**November 2019**