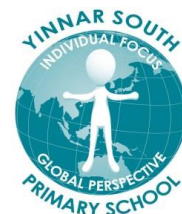


Yinnar South Primary School – Code of Conduct for Staff, Volunteers and Visitors



For the purpose of this Code of Conduct, adult will mean all staff, parents, carers, volunteers, contractors, work experience personal, school council members and any other school community members.

At Yinnar South Primary School all adults are required to observe child safety principals and expectations for appropriate behaviour towards and in the company of children, as noted below.

As staff, volunteers, contractors, 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 the school's statement of commitment to child safety at all times and adhering to the school's child safe policy
- taking all reasonable steps to protect children from abuse
- 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 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 and vulnerable children
- reporting any allegations of child abuse or other child safety concerns to the school's leadership or child safety officer
- 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
- encourage children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them

As staff, 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
- develop any 'special' 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
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps)
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- 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
- put children at risk of abuse (for example, by locking doors with the exception of a lock down procedure)

- 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
- 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 or other urgent matter
- photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes 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.
- display abusive or threatening behaviour or behave in a dangerous or inappropriate manner towards any child, staff member, volunteer or other adult

By observing these standards and Code of Conduct you acknowledge your responsibility to immediately report any breach of this code to the Yinnar South Primary School Principal or Child Safety Officer.

I agree to adhere to this Code of Conduct:

Name:.....

Signature:.....

Date:.....

Review

The Yinnar South Primary School School Council and staff will regularly monitor and review the effectiveness of the Code of Conduct for Staff, Volunteers and Visitors and revise triennially or as required by completing a policy review.

Code of Conduct for Staff, Volunteers and Visitors updates and requirements will be made available to staff, families and visitors.

This was ratified by School Council at the School Council Meeting held 13/11/2018.