



Child Safe Standard 3:

Code of Conduct

PROTECT

Protecting children & young people
from abuse is our responsibility



East Loddon P-12 College 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 of East Loddon P-12 College 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 East Loddon P-12 College 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 below. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

Acceptable behaviours

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.

East Loddon P-12 College is committed to the safety and wellbeing of all children and young people.

This will be the primary focus of our care and decision-making.

East Loddon P-12 College has zero tolerance for child abuse.

East Loddon P-12 College is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

Every person involved in East Loddon P-12 College has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

- 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
- Modelling appropriate adult behaviour

- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students, students with culturally and/or linguistically diverse backgrounds and students with a disability
- 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, as outlined in the East Loddon P-12 College Procedures for Responding to and Reporting Suspected Child Abuse.
- If child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.
- Working with children in an open and transparent way – other adults should always know about the work you are doing with children, and always with potential line of sight to another adult
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.

Unacceptable behaviours

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

- Behave or interact in any way towards a child that they would not wish their colleagues to observe
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Develop 'special' relationships with specific children or show favoritism through the provision of gifts or inappropriate attention, unless there is a legitimate reason such as Advocacy and then within reason or Develop a relationship with any student that could be seen as favoritism or amount to 'grooming' behavior (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
- Initiate unnecessary physical contact with children or engage in rough physical games
- Do things of a personal nature that children can do for themselves, such as toileting or changing clothes
- 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 delivering the education curriculum or a therapeutic setting.
- Use children for emotional support.
- 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 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 purposes¹
- In the school environment or at other school events where students are present, consume alcohol contrary to school policy² or take illicit drugs under any circumstances.

This Code of Conduct was endorsed/approved by East Loddon P-12 College Council on 13th November 2019 and will be reviewed if legislative or other changes are required in the interim or no later than November 2021.

¹ 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. The same policy applies for excursions and school activities.

² 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