

# Child Safe Code of Conduct



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The Good Shepherd Lutheran Primary School Child Safe 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, Good Shepherd Lutheran Primary School may take disciplinary action, including in the case of serious breaches, summary dismissal. The School revises the Code annually.

Good Shepherd 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, the School Council, volunteers, Third Party Contractors, External Education Providers and parents/carers.

## **DO:**

- Behave as a positive role model to students.
- Promote the safety, welfare and wellbeing of students.
- Be vigilant and proactive with regard to student safety and child protection issues.
- Provide age appropriate supervision for students.
- Comply with guidelines published by the School with respect to child protection.
- Treat all students with respect.
- Promote the safety, participation and empowerment of students with a disability.
- Promote the safety, participation and empowerment of linguistically and culturally diverse students.
- Use positive and affirming language towards students.

- ✓ • Encourage students to 'have a say' and participate, and then listen to them with respect.
- ✓ • Respect cultural, religious and political differences.
- ✓ • Help provide an open, safe and supportive environment for all students to interact, and socialise.
- ✓ • Intervene when students are engaging in inappropriate or bullying behaviour towards others or acting in a humiliating or vilifying way.
- ✓ • Report any breaches of this Child Safe Code of Conduct.
- ✓ • Report concerns about child safety to one of the School's Child Safe Officers and ensure that your legal obligations to report allegations externally are met.
- ✓ • Where an allegation of child abuse is made, ensure as quickly as possible that the student involved is safe.
- ✓ • Call the Police on 000 if you have immediate concerns for a student's safety.
- ✓ • Respect the privacy of students and their families and only disclose information to people who have a need to know.

**DO NOT:**

- X • Engage in any behaviour that constitutes a breach of this Child Safe Program.
- X • Engage in any form of inappropriate behaviour towards students or expose students to such behaviour.
- X • Use prejudice, oppressive behaviour or inappropriate language with students.
- X • 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.
- X • Engage in open discussions of an adult nature in the presence of students.

- X •Engage in any form of sexual conduct with a student including making sexually suggestive comments and sharing sexually suggestive material.
- X •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.
- X •Engage in any form of physical violence towards a student including inappropriately rough physical play.
- X •Use physical means or corporal punishment to discipline or control a student.
- X •Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm.
- X •Develop 'special' relationships with students that could be seen as favouritism (for example, the offering of gifts or special treatment for specific students).
- X •Engage in undisclosed private meetings with a student that is not your own child.
- X •Engage in meetings with a child that is not your own, outside of school hours and without permission from the School and the child's parent.
- X •Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student.
- X •Take or publish (including online) photos, movies or recordings of a student without parental/carer consent.
- X •Post online any information about a student that may identify them such as their: full name; age; e-mail address; telephone number; residence; school; or details of a club or group they may attend.
- X •Ignore or disregard any suspected or disclosed child abuse.

Our Child Safe Program includes a Staff and Student Professional Boundaries Policy that provides detailed guidance for all adults at the School on how to maintain professional boundaries between students and adults at Good Shepherd Lutheran Primary School.

### ***Report any concerns***

The Child Safe 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 Child Safe Officers.

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/carers or other community members who have concerns that a child may be subject to abuse are asked to contact one of the School's Child Safe Officers.

Communications 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.**

### ***Policy and Program Review***

Good Shepherd Lutheran Primary School is committed to the continuous improvement of our Child Safe Program. The Program is regularly reviewed for overall effectiveness and to ensure compliance with all child protection related laws, regulations and standards.

This policy will be reviewed every year, or as required by legislation.

Date of Endorsement: April 2021

Document to be Reviewed: April 2022

Endorsed by: School Council