



HESKET
Primary School
Great things happen in small places

Child Safe Standard 3: Child Safety Code of Conduct

Purpose

All staff, volunteers and School Council members of Hesket Primary School are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

To implement the minimum Standards in accordance with Ministerial Order No. 870 – Child Safe Standards – Managing the risk of child abuse in schools, Hesket Primary School will always take account of the diversity of all children, including (but not limited to) the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities, and children who are vulnerable; and make reasonable efforts to accommodate such diversity.

Aims

All personnel of Hesket Primary School are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- Adhering to Hesket Primary School Child Safe policy at all times/upholding Hesket Primary School Statement of Commitment to Child Safety at all time
- Taking all reasonable steps to protect children from abuse
- Treating everyone 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 and Torres Strait Islander child's self-identification)
- Promoting the cultural safety, participation and empowerment of children who are vulnerable and/or 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)
- Ensuring as far as practicable that adults are not left alone with a child
- Reporting any allegations of child abuse to Hesket Primary School's Child Safety Officer, Seona Aulich and ensure any allegation to reported to the police or child protection
- Reporting any child safety concerns to Hesket Primary School's Child Safety Officer, Seona Aulich
- If an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- Encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

Implementation

Staff and volunteers must not:

- Develop any 'special' relationships with children that could be seen as favouritism (for example; the offering of gifts or special treatment for specific children)
- Exhibit behaviours with children which may be construed as unnecessarily physical (for example; inappropriate sitting on laps. Sitting on laps could be appropriate sometimes, for example; while reading a storybook to a small child in an open plan area)
- 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
- 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, disability, gender or sexuality in the presence of children
- Discriminate against any child, including because of gender, culture, race, ethnicity or disability

- Have contact with a child or their family outside of our school without our Child Safety Officer's Knowledge and/or consent (for example; No babysitting). Accidental contact, such as seeing people in the street, is appropriate)
- Have any online contact with a child or their family, unless necessary (for example; providing families with e-newsletters)
- Ignore or disregard any suspected or disclosed child abuse.
- Exhibit behaviours with children which may be construed as grooming. Grooming is a criminal offence under the Crimes Act 1958 (Vic). This offence targets predatory conduct undertaken by an adult to prepare a child, under the age of 16, to engage in sexual activity at a later time. Grooming can include communicating and/or attempting to befriend or establish a relationship or other emotional connection with the child or their parent/carer. For more information about this offence and reporting obligations see: Child Exploitation and Grooming.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to Heskett Primary School's Child Safety Officer, Seona Aulich

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

I agree to adhere to this Code of Conduct:

Name:

Signature:

Date:

Evaluation

- This policy was last updated on 25.5.20 and is scheduled for review in May 2022.