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## CHILD SAFETY CODE OF CONDUCT

### PREAMBLE

Camberwell Primary School is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and its 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 of ethics as these apply to staff and other personnel.

The Principal and school leaders of Camberwell Primary School 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 Camberwell Primary School will also provide information and support to enable the Code of Conduct to operate effectively.

### PURPOSE

- To ensure Camberwell Primary School complies with the legislative requirements of MO 870.
- To ensure the school demonstrates its commitment to creating a child safe culture.
- To protect children and reduce any opportunities for abuse or harm to occur.
- To provide guidance to staff, volunteers and visitors on how to best support children and how to avoid or better manage difficult situations.
- To ensure the school develops and publishes a code of conduct that is compliant with Child Safe Standard 3.
- To ensure the school discharges its duty of care towards children.

### SCOPE

All staff, contractors, volunteers and any other member of the school community involved in child-connected 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.

### DEFINITIONS

School Name: Camberwell Primary School Camberwell Road campus and Reserve Road campus		Policy name Child Safe Code Of Conduct	Policy Ref. Number Child Safety	
Approved by: CPS School Council	Date: June 2021	Next: <b>2024</b>	Version 1.0	



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**Child abuse** includes:

- any act committed against a child involving:
  - a sexual offence; or
  - grooming; and
- the infliction, on a child, of:
  - physical violence; or
  - serious emotional or psychological harm; and
- serious neglect of a child.

**Child-connected work:** work authorised by the school, school council, or Secretary of the Department of Education and Training and performed by an adult in a school environment while children are present or reasonably expected to be present.

**Child safety:** encompasses matters related to protecting all children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse, and responding to incidents or allegations of child abuse.

**School environment:** any physical or virtual place made available or authorised by the school for use by a child during or outside school hours, including:

- a campus of the school;
- online school environments (including email and intranet systems); and
- other locations provided by the school for a child's use (including, without limitation, locations used for school camps, sporting events, excursions, competitions, homestays, and other school activities or events).

**School staff:** an individual working in a school environment who is:

- employed by the Department of Education and Training;
- directly engaged or employed by a school council; or
- a volunteer or a contracted service provider (whether or not a body corporate or any other person is an intermediary).

## POLICY

This Code of Conduct outlines appropriate standards of behaviour by adults towards children.

### 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

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- treating children 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
- reporting any allegations of child abuse or other child safety concerns to the school's leadership
- 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 child/ren are safe and protected from harm

#### Unacceptable Behaviours

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 a 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
- 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.
- 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.

#### FURTHER INFORMATION AND RESOURCES

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This Code of Conduct should be read in conjunction with the following school policies:

- Child Safety Policy
- Child Safety Responding & Reporting Obligations (including Mandatory Reporting) Policy
- Bullying Prevention Policy
- Student Engagement and Wellbeing Policy
- Visitors to the School Policy
- Camps & Excursions Policy

The following Department resources and policies have informed the development of this policy:

- [DET PROTECT Child Protection and Child Safety portal](#)
- [DET Policy and Advisory Library- Child Safe Standards](#)

### REVIEW CYCLE

This policy has been approved by School Council in July 2021 and is next scheduled for review in 2024.

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