

# Fitzroy North Primary School Child Safety Code of Conduct

Date Reviewed: November 2022

Review Cycle: 2 Year

School Council Ratified: November 2022

Next Review: 2024



## Help for non-English speakers

If you need help to understand this policy, please contact the Fitzroy North Primary School office on 9481 5860.

## Purpose

Our Child Safety Code of Conduct sets out the expected behaviour of adults with children and young people in our school.

All Fitzroy North Primary School staff, volunteers, contractors, service providers, school council members and any other adult involved in child-connected work must follow the Child Safety Code of Conduct.

The Child Safety Code of Conduct applies to all physical and online environments used by students. It also applies during or outside of school hours and in other locations provided by the school for student use (for example, a school camp).

## Acceptable behaviours

At Fitzroy North Primary School, staff, volunteers, contractors, and any other member of our school community involved in child-connected work, we are responsible for supporting and promoting the safety of children by:

- upholding our Fitzroy North Primary School commitment to child safety at all times and adhering to our Child Safety Policy.
- treating students and families in our school community with respect in our school environment and outside our school environment as part of normal social and community activities.
- listening and responding to the views and concerns of students, particularly if they disclose that they or another child or student has been abused or are worried about their safety or the safety of another child or student.
- promoting the cultural safety, participation and empowerment of Aboriginal students, students with culturally and/or linguistically diverse backgrounds, students with a disability, international students, students who are unable to live at home and lesbian, gay, bisexual, transgender and intersex (LGBTIQ+) students.
- ensuring, as far as practicable, that adults are not alone with a student – one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult.
- reporting any allegations of child abuse or other child safety concerns to the Principal, or to a Principal nominee where the Principal is not available
- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our child safety responding and reporting policy and procedures and the [PROTECT Four Critical Actions](#).
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

## Unacceptable behaviours

As Fitzroy North Primary School, staff, volunteers, contractors and member of our school community involved in child-connected work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, by offering gifts).
- display behaviours or engage with students in ways that are not justified by the educational or professional context.
- ignore an adult's overly familiar or inappropriate behaviour towards a student
- discuss intimate topics or use sexualised language, except when needed to deliver the school curriculum or professional guidance.
- treat a child or student unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- photograph or video a child or student in a school environment except in accordance with the [Photographing, Filming and Recording Students policy](#) or where required for duty of care purposes.
- engage in communications with a student beyond the boundaries of a professional relationship without a valid reason, including via written / electronic / online means (including social media)
- In accordance with employment obligations, including Department policies, an employee must not consume alcohol while on duty except where such consumption is reasonable and in connection with an official school function or activity (see the [Alcohol at School Events Policy](#) and Ministerial Order 1388, section 11.1.9). An employee is expected to demonstrate integrity at all times in line with the Victorian Public Service [Code of Conduct](#).

## Breaches to the Child Safety Code of Conduct

All Fitzroy North Primary School staff, volunteers, contractors, and any other member of the school community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial instrument, professional code or terms of engagement.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the Department of Education and Training Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Fitzroy North Primary School Child Safety Code of Conduct must be reported to the Principal.

If the breach or suspected breach relates to the Principal, contact the North Western Victoria Region Office on [nwvr@education.vic.gov.au](mailto:nwvr@education.vic.gov.au) or 1300 338 691.

## Approval and review

<b>Created date</b>	1 <sup>st</sup> September 2022
<b>Consultation</b>	Policy and Curriculum Subcommittee – October 2022 Staff - October 2022 School Council – November 2022 School Newsletter – November/December 2022
<b>Endorsed by</b>	School Council

<b>Endorsed on</b>	23rd November 2022
<b>Next review date</b>	Before end 2024