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CRESWICK NORTH PRIMARY SCHOOL

CHILD SAFE CODE OF CONDUCT

To create and maintain a child safe organisation, our school will abide by the seven Child Safety Standards as listed below.

Standard 1: Strategies to embed an organisational culture of child safety, including through effective leadership arrangements.

Standard 2: A child safe policy or statement of commitment to child safety.

Standard 3: A code of conduct that establishes clear expectations for appropriate behaviour with children.

Standard 4: Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel.

Standard 5: Processes for responding to and reporting suspected child abuse.

Standard 6: Strategies to identify and reduce or remove risks of child abuse.

Standard 7: Strategies to promote the participation and empowerment of children.

All staff, volunteers and members of our school community at Creswick North Primary School are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children.

All personnel at Creswick North Primary School are responsible for supporting the safety, participation, wellbeing and empowerment of children by adhering to Creswick North Primary School's child safe policy at all times and upholding Creswick North Primary School's statement of commitment to child safety at all times.

Staff and volunteers must:

- take all reasonable steps to protect children from abuse
- treat everyone with respect

- listen and respond 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
- promote the cultural safety, participation and empowerment of Aboriginal children (for example, by never questioning an Aboriginal child's self-identification)
- promote the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination)
- promote the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- ensure as far as practicable that adults are not left alone with a child
- report any allegations of child abuse to Creswick North Primary School's Child Safety Officer, Mr Matthew Reyntjes (Principal) and ensure any allegation is reported to the police or child protection
- reporting any child safety concerns to Creswick North Primary School's Child Safety Officer, Mr Matthew Reyntjes (Principal)
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- encourage children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them

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 sometime, 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 or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have contact with a child or their family outside of our organisation 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.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Creswick North Primary School's Child Safety Officer, Mr Matthew Reyntjes.

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

Allegations, concerns and complaints

Creswick North Primary School takes all allegations seriously and has practices in place to investigate thoroughly and quickly. Our staff and volunteers are trained to deal appropriately with allegations.

We record all allegations of abuse and safety concerns using our Incident Reporting Form (see Child Safe Policy). All records are securely stored. Copies of all allegations, notes and outcome statements will be kept in a locked confidential file marked, 'To Be Opened by the Principal Only.'

Evaluation: Following each incident or report

Review Cycle:

This policy was last approved at School Council on 30th October 2019 and is scheduled for review in October 2021.