



CHILD SAFETY CODE OF CONDUCT

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

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

All staff, contractors, volunteers and any other member of the school community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below.

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).

At Greensborough Primary School we are committed to equality and fairness and will not tolerate gender-based discrimination and harassment. We are committed to building a school culture that challenges the stereotypes, power differences and social norms that foster gender inequality. We are committed to treating all members of the school community with dignity and respect regardless of their gender. As a part of our commitment to building a culture of respectful relationships in everything we do, our teachers will reinforce positive behavior. This includes taking the appropriate action if they become aware of sexist, stereotyping or discriminatory language; jokes that rely on gender stereotypes; sexist or discriminatory materials.

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

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 and adhering to the school's child safe policy.
- treating students 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 been abused or has that they are worried about their safety/the safety of another child
- 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
- reporting any allegations of child abuse or other child safety concerns to the school's leadership or child safety officer.
- 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.

- reinforce positive behaviour in relation to Respectful Relationships, and foster gender fairness and equality.

Unacceptable behaviours

As Greensborough 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
- develop a relationship with any student that could be seen as favouritism or amount to ‘grooming’ behaviour (for example, 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 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 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
- consume alcohol against school policy or take illicit drugs in the school environment or at school events where students are present
- have contact with any student outside of school hours except when needed to deliver the school curriculum or professional guidance and parental permission has been sought.
- use gender-based discrimination and harassment, include gender stereotyping and gender inequality.

Breaches To The Child Safety Code Of Conduct

All Greensborough 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 [or other governing authority] Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Greensborough Primary School Child Safety Code of Conduct must be reported to the principal Angela Morritt on (03) 94351496 or by email Angela.Morritt@education.vic.gov.au and the Child Safety Champion Rebecca Gauci (03) 94351496 or by email Rebecca.Gauci@education.vic.gov.au

If the breach or suspected breach relates to the principal, contact SEIL, Justin Esler (DET North Western Region)

APPROVAL AND REVIEW

Created date	27/06/22
Consultation	Staff, Education Sub Committee, School Council
Endorsed by	Angela Morritt, Principal
Endorsed on	August, 2022
Next review date	August, 2025