

Staff and Volunteers Code of Conduct

TAWONGA PRIMARY SCHOOL

All Staff and Volunteers MUST read and sign this code of conduct.

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

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

adhering to Tawonga Primary School's child safe policy at all times / upholding Tawonga Primary School's statement of commitment to child safety at all times

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 children (for example, by never questioning an Aboriginal child's self-identification)

promoting the cultural safety, participation and empowerment of children 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 Tawonga Primary School's Child Safety Officer the Principal and ensure any allegation are reported to the police or child protection

reporting any child safety concerns to Tawonga Primary School's Child Safety Officer the Principal 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.

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 out of school hours.

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 the **Principal** the **Child Safety Officer**.

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: