



*'Quality Education in a Friendly, Caring and Supportive Environment'*

## CODE OF CONDUCT

All staff, volunteers and school councillors of Bridgewater-on-Loddon 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 Bridgewater-on-Loddon Primary School are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Bridgewater-on-Loddon Primary School child safe policy at all times / upholding Bridgewater-on-Loddon Primary School statement of commitment to child safety at all time
- 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, where possible, that adults are not alone with a child
- reporting any allegations of child abuse to Bridgewater-on-Loddon Primary School's Child Safety Officer, Gordon Tonkin, and ensure any allegation to reported to the police or child protection
- reporting any child safety concerns to Bridgewater-on-Loddon Primary School's Child Safety Officer, Gordon Tonkin
- 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)
- 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, understanding that there will be times where this is unavoidable e.g. with very young children, accidents etc.
- 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 school without the child's safety officer's knowledge and/or consent (for example, no babysitting).

**N.B. 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 Bridgewater-on-Loddon Primary School's Child Safety Officer, Gordon Tonkin.

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: .....