



Armadale Primary School Child Safety Code of Conduct



Help for non-English speakers

If you need help to understand this policy, please contact the school office on 98227003

Purpose

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

All Armadale 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 such as at a school camp, cross country trials, sports carnivals, and at school excursions.

Acceptable behaviours

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

- upholding our Armadale Primary School commitment to child safety at all times and adhering to our Child Safety and Wellbeing 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 with appropriate reporting or investigative measures to the views and concerns of students, particularly if they disclose that they or another child or student has been abused, or that they 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 by discussing, reflecting and actioning around inclusive practice and organisational and personal cultural fitness.
- 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.
- that students are always asked to have another student accompany them when leaving their class group
- that students are encouraged throughout their schooling to ask for another student to accompany them in all instances including, regulation breaks, restorative measures, sick bay, additional responsibilities, trips to the toilet facilities, lost property etc.
- reporting any allegations of child abuse or other child safety concerns to Rochelle Cukier or Connie Apostolos.
- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our child safety responding and reporting policy and procedures
<https://armadaleps.vic.edu.au/wp-content/uploads/2022/07/Armadale-Primary-Child-Safety-Responding-and-Reporting-Obligations-Policy-and-Procedures.pdf>
- 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 imminent or ongoing, actual or alleged, harm.

Unacceptable behaviours

At Armadale Primary School, staff, volunteers, contractors and members of our school community involved in child-connected work 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 which may include offering gifts, cultivating one on one time with a student, playing nonsexual physical games with a child, testing boundaries through accidental or non-sexual touches, becoming a trusted adult of the family or carer for a child .

- display behaviours or engage with students in ways that are not justified by the educational or professional context
- Condone or participate in racist behaviour, or use inappropriate or discriminatory language when speaking with, or in the presence of a child
- 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
- contribute to a culture that dilutes safe boundaries for children and encourages adults touching students unnecessarily by engaging in overly familiar physicality in the school setting, ie. hugs, children sitting on adult's laps etc
- treat a child or student 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)
- photograph or video a child or student in a school environment except in accordance with the [Photographing, Filming and Recording Students policy](https://armadaleps.vic.edu.au/wp-content/uploads/2023/10/APS-Photographing-filming-recording-students-policy-2023.pdf) <https://armadaleps.vic.edu.au/wp-content/uploads/2023/10/APS-Photographing-filming-recording-students-policy-2023.pdf> or where required for duty of care purposes
- photograph, share or upload students' images for both internal and external use, without considering safety in terms of suitability of student attire and student location given the potential for images to be screenshotted and shared beyond Compass and other communication channels
- consume alcohol 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.
- Question a child's self-identification or self-expression related to their gender, gender identity, race, culture, ethnicity, religion, sexuality or disability.
- Disregard or fail to consider the views of children, especially about their safety (including cultural safety) or issues or decisions that are important to them.

Breaches to the Child Safety Code of Conduct

All Armadale 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's Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Armadale Primary School Child Safety Code of Conduct must be reported to the Principal, Rochelle Cukier and or/ Assistant Principal, Connie Apostolos.

If the breach or suspected breach relates to the Principal, contact Kevin Murphy, SEIL via email Kevin.Murphy@education.vic.gov.au

Approval and review

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