



Child Safe Standards

Code of Conduct

Purpose:

Mountain Gate 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 Mountain Gate Primary School will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide an inclusive, safe and orderly school and other learning environment. The Principal and school leaders of Mountain Gate Primary School will also provide information and support to enable the Code of Conduct to operate effectively.

The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

Acceptable behaviours

All staff, volunteers, contractors, and any other member of the school community involved in child- related work are responsible for supporting and promoting the safety of children by

- adhering to Mountain Gate Primary School's Child Safe Policy and Commitment to Child Safety at all times.
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- listening and responding non-judgementally and appropriately 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 ensuring 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 the Mountain Gate Primary School Child Safety Officers – Cheryl Sampson (Principal) and Lissa Jackway (Assistant Principal) and ensuring any allegation will be reported to the police or child protection authority
- if an allegation of child abuse is made, ensure as promptly as possible that the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant school activities where possible, especially on issues that are important to them.



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Unacceptable behaviours

All staff, volunteers, contractors, and any other member of the school community involved in child- related work 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, religion or sexuality in the presence of children
- discriminate against any child, including because of culture, race, religion, ethnicity, sexual identity or disability
- ignore or disregard any suspected or disclosed child abuse.

Specific to teaching and non- teaching staff

- 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 or relevant school materials)

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Mountain Gate Primary School Child Safety Officers – Cheryl Sampson (Principal) or Lissa Jackway (Assistant Principal)

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

EVALUATION

The Code of Conduct will be revised/reviewed annually.

- *This Code of Conduct was endorsed/approved by the Mountain Gate Primary School (School Council) 17th August 2016 for review if legislative or other changes require in the interim or no later than December 2018.*
- Refer PROTECT: Department of Education and Training 2016
MGPS Student Engagement and Wellbeing Policy & MGPS Mandatory Reporting Policy

This policy was last reviewed in

2016