

Code of Conduct Agreement to Ensure the Safety of Children



All staff, volunteers and school council members of Toongabbie 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 Toongabbie Primary School are responsible for supporting the safety, participation, wellbeing and empowerment 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 and signing the Code of Conduct Agreement.
- 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 has been abused or that they are worried about their safety/the safety of another child,
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students,
- promoting the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds (zero tolerance of discrimination)
- promoting the safety, participation and empowerment of students with a disability,
- reporting any allegations of child abuse or other child safety concerns to the school's leadership.
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse, and
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm,
- ensuring as far as practicable that an adult is not alone with a child.

Unacceptable Behaviours:

As staff, volunteers, contractors, and any other member of the school community involved in child-related 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 or special treatment for specific children),
- exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context,
- exhibit behaviours with children which may be construed as unnecessarily physical (for example inappropriate sitting on laps. Sitting on laps could be appropriate sometimes, for example while reading a storybook to a small child in an open plan area in full view of other adults)
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate,

- discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- engage in open discussions of a mature of adult nature in the presence of children (for example, personal social activities)
- 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 in a school environment except in accordance with school policy or where required for duty of care purposes,
- in the school environment or at other school events where students are present, consume alcohol contrary to school policy or take illicit drugs under any circumstances,
- engage in rough physical games with students.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Toongabbie Primary School's Child Safety Officer (The Principal). Failure to report suspected situations of child abuse may result in disciplinary action and prosecution.

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.....