



CHRISTMAS HILLS PRIMARY SCHOOL - CHILD SAFE CODE OF CONDUCT 2019

All staff, volunteers, parent helpers and School Council members of Christmas Hills 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 Christmas Hills Primary School are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to the school's Child Safe Policy at all times
- taking all reasonable steps to protect children from 'Abuse' as defined in the Mandatory Reporting Guidelines
- 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 diverse cultural, linguistic or religious 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 out of line of sight with another adult
- reporting any allegations of child abuse to Christmas Hills Primary School's Child Safety Officer, The Principal, and ensure any allegation is reported to the Police or Child Protection
- reporting any child safety concerns to Christmas Hills Primary School's Child Safety Officer, The Principal
- if an allegation of child abuse is made, ensure as quickly as possible that all reasonable steps are taken to support external agencies in ensuring the safety of children
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them
- maintain a valid Working With Children Check and ensure a copy of this check is provided to the School. Christmas Hills Primary does not accept a 'receipt' for application for a WWC as sufficient evidence and requires that all volunteers and employees present their WWC Card to the school before commencing employment or volunteer work

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) outside of normal social interactions such as playdates, sleepovers, birthday parties and carpooling
- exhibit behaviours with children which may be construed as unnecessarily physical
- 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 or convey inappropriate concepts in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, because of culture, race, ethnicity, religion, disability, sexuality or gender
- have contact with a child outside of our organisation without their parents knowledge and/or consent
- have any online contact with a child or their family outside of school-related platforms
- 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 Christmas Hills Primary School's Child Safety Officer, The Principal.

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: