Child Safe Standards
Code of Conduct
Brighton Primary School
1542

Brighton 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.

Brighton Primary School's Executive Leadership Team (Steve Meade, Sonya Branca or Joel Snowden) will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. Brighton Primary School's Executive Leadership Team will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the school community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

ACCEPTABLE BEHAVIOURS

As staff, volunteers, contractors, and any other member of the school community involved in child-related work individually, we are responsible for supporting and promoting the safety 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 other policies
- taking all reasonable steps to protect children from abuse
- 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; including listening to and valuing their ideas and opinions
- 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
- welcoming all children and their families and carers and being inclusive
- 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
- promoting the safety, participation and empowerment of students with a disability
- promoting the safety, participation and empowerment of vulnerable students
- modelling appropriate adult behaviour

- reporting any allegations of child abuse or other child safety concerns to Brighton Primary School's Executive Leadership Team (Steve Meade, Sonya Branca or Joel Snowden)
- following the steps in Flowchart: CHILD SAFETY REPORTING PROCESS when one wants to raise a concern about breaches of the code and to how to make a complaint
- listening to children and responding to them appropriately
- reporting and acting on any breaches of the Code of Conduct, complaints and concerns
- complying with our guidelines on physical contact with children (see unacceptable behaviours)
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm
- respecting the privacy of children and their families and only disclosing information to people who need to know

UNACCEPTABLE BEHAVIOURS

Staff, volunteers, contractors, and any other member of the school community involved in child-related work must not:
- seek to use children in any way to meet the needs of adults
- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop 'special' relationships with specific children or show inappropriate attention that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts)
- engage in rough physical games
- initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes
- treat a child unfavourably or discriminate on the basis of age, gender, race, culture, vulnerability or sexuality
- 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
- 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
- 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.

EVALUATION
This Code of Conduct will be reviewed annually

School Council ratified this policy in September 2019