Code of Conduct - Child Safety

Erasmus Primary School is committed to child safety. We exercise zero tolerance to abuse, continually improving our school environment, processes and procedures to ensure that every child is safe from harm.

All staff, volunteers and Board members of Erasmus Primary School are required to observe child safety principles for appropriate behaviour towards and in the company of children.

The code of conduct exists to inform all concerned of the importance of child safety in the school environment, providing standards and expectations regarding adult behaviour around children.

All personnel of Erasmus Primary School are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Erasmus Primary School's *Child Safe Standards Policy* and upholding its commitment to such at all times
- taking all reasonable steps to protect children from abuse
- 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 children with culturally and/or linguistically diverse backgrounds, including Aboriginal and Torres Strait Islander children (e.g. by having a zero tolerance of discrimination; by never questioning an Aboriginal or Torres Strait Islander child's self-identification)
- promoting the safety, participation and empowerment of children with a disability (e.g. during personal care activities)
- ensuring as far as practicable that adults are not left alone with a child
- reporting any child safety concerns or allegations of child abuse to the School Principal or Senior Management team, and ensure any allegations are reported to Victoria Police or the Victorian Department of Health and Human Services (DHHS) Child Protection
- ensuring as quickly as possible that the child(ren) are safe, if an allegation of child abuse is made
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

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Staff and volunteers **must not**:

- develop any 'special' relationships with children that could be seen as favouritism (e.g. the offering of gifts or special treatment for specific children)
- exhibit behaviours with children which may be construed as unnecessarily physical (e.g. 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)
- put children at risk of abuse (e.g. by locking yourself in a room with a child)
- 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 (e.g. personal social activities)
- use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child due to, but not limited to, culture, race, ethnicity or disability
- have contact with a child or their family outside of school without our Child Safety Officer's knowledge and/or consent (e.g. no babysitting). Accidental contact, such as seeing people in the street, is appropriate). Pledge Service parents may be deemed exceptional.
- have any online contact with a child (social media, email, messaging, etc) except as part of a standard school program
- 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 the Child Safety Officer or Senior Management team.

Erasmus Primary School's Principal is the nominated Child Safety officer.

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

I agree to adhere to the Erasmus Primary School Child Safe Code of Conduct:

Name: _____   Manager: _____

Signature: _____   Signature: _____

Date: _____   Date: _____