



Plenty Parklands  
Primary

## CHILD SAFETY CODE OF CONDUCT 2023

Plenty Parklands 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. Our environment needs to demonstrate respect for, and foster the dignity and self esteem of children and enable 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 they apply to staff and other personnel.

The Principal and school leaders of Plenty Parklands Primary School will support the implementation and monitoring of the Code of Conduct and will plan, implement and monitor arrangements to provide an inclusive, safe and orderly school learning environment.

All members of the school community involved in child related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour. The Code of Conduct applies in all school situations, including excursions and 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 Safety and Wellbeing policy
- 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
- 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
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

### 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
- 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
- treat a child unfavourably because of their disability, age, gender, 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.

### Breaches to the Child Safety Code of Conduct

All Plenty Parklands Primary School staff, volunteers, contractors and any other member of the school community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial instrument, professional code or terms of engagement.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the Department of Education and Training Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Plenty Parklands Primary School Child Safety Code of Conduct must be reported to the Principal, David Whewell, Assistant Principal Julie Nixon or, Wellbeing Leader, Assistant Principal, Jenny Loorham

If the breach or suspected breach relates to the principal, contact the Department of Education

Greensborough office

Phone: [1300 338 691](tel:1300338691)

Postal address: PO Box 71, Greensborough, VIC 3088

Location: 1 Flintoff Street, Greensborough 3088

Area: North Eastern Melbourne

*This Code of Conduct was first approved by the Plenty Parklands Primary School Council in August 2020, was reviewed in August 2021, July 2022 and July 2023.*

*The Code of Conduct will be reviewed for legislative or other changes every two years.*