



Child Safety

Code of Conduct

FOR: EMPLOYEES, VOLUNTEERS AND CONTRACTORS WORKING WITH CHILDREN AND YOUNG PEOPLE.

Management, staff, volunteers and contractors at Sunshine Harvester Primary School are required to abide by this code.

Child sexual abuse in institutions is widely under reported despite legal obligations. There is always a risk that child sexual abuse will occur and it is essential that institutions respond effectively when it does. *Royal Commission into Institutional Responses to Child Sexual Abuse*

Child Protection Officer: Carolyn Kustura

Under the Principal, management will:

1. Be responsible for the overall welfare and wellbeing of staff and volunteers.
2. Be accountable for managing and maintaining a duty of care towards staff and volunteers; and
3. Nominate a Child Protection Officer to provide information and support to all staff, volunteers, children, young people and their carers regarding child protection matters.

Section A

All people involved in the care of children on behalf of Sunshine Harvester will:

1. Work towards the achievement of the aims and purposes of the organisation including the key school values of Respect, Responsibility and Learning;
2. Be responsible for relevant administration of programs and activities in their area;
3. Maintain a duty of care towards others involved in these programs and activities;
4. Establish and maintain a child- safe environment in the course of their work;
5. Be fair, considerate and honest with others;
6. Treat children and young people with respect and value their ideas and opinions, cultural and religious beliefs;
7. Act as positive role models in their conduct with children and young people;
8. Be professional in their actions;
9. Maintain strict impartiality;
10. Promote the safety, participation and empowerment of children with a disability;
11. Comply with specific organisational guidelines on physical contact with children;
12. Respect the privacy of children, their families and teachers/carers, and only disclose information to people who have a need to know;
13. Understand and comply with all reporting obligations as they relate to mandatory reporting and reporting under the *Crimes Act 1958*;
14. Report any allegations of child abuse to Sunshine Harvester Primary School's Child Safety Officer / leadership, and ensure any allegations are reported to the police and or child protection.
15. Operate within the policies and guidelines of Sunshine Harvester Primary School and
16. Contact the police if a child is at immediate risk of abuse (telephone 000)

Section B

No person shall:

1. Shame, humiliate, oppress, belittle or degrade children or young people;
2. Unlawfully discriminate against any child; because of age, gender, race, culture, vulnerability, sexuality, religion, ethnicity or disability;
3. Engage in any activity with a child or young person that is likely to physically or emotionally harm them;
4. Initiate unnecessary physical contact with a child or young person (see page 6, Child Protection Policy);
5. Do things of a personal nature for children that they can do for themselves;
6. Be alone with a child or young person, unless in a professional capacity (see page 7, Child Protection Policy);
7. Develop a 'personal' or 'special' relationship with a specific child or young person for the adult's own needs;
8. Show favouritism to a specific child, through the provision of gifts or inappropriate attention;
9. Arrange private contact, including online, with children outside of the organisation's programs and activities;
10. Photograph or video a child or young person without the consent of the child and his/her parents or guardians other than for curriculum purposes;
11. Work with children or young people while under the influence of alcohol, illegal drugs or prescription medications that impair performance;
12. Engage in open discussions of a mature or adult nature in the presence of children;
13. Use inappropriate or suggestive language in the presence of children;
14. Ignore or disregard any suspected or disclosed child abuse at any time; or
15. Do anything that goes against Sunshine Harvester Primary School's policies, procedures or this Code of Conduct.

What happens if you breach this Code of Conduct?

If you breach this Code of Conduct you will face disciplinary action, including and up to termination of employment or cessation of engagement with the organisation.

By observing these standards you acknowledge your responsibility to immediately report and breach of this code to Sunshine Harvester Primary School's Child Safety Officer (insert name)/leadership.

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: