



Policies

Child Safe Code of Conduct *February 2019*

Heathmont East Primary School (HEPS) is committed to safety and wellbeing of all children and young people. This will be the primary focus of our care and decision-making.

HEPS has zero tolerance for child abuse.

HEP is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

Every person involved in HEPS has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

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

- adhering to the HEPS Child Safe Policy at all times
- upholding the HEPS Statement of Commitment to child safety 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 Aboriginal children, for example, by never questioning an Aboriginal child's self-identification
- promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse 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
- reporting any allegations of child abuse to our Child Safety Officer / leadership, and ensure any allegation reported to the police or child protection
- reporting any child safety concerns to our Child Safety Officer / leadership
- if an allegation of child abuse is made, ensure as quickly as possible that the child(ren) are safe
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.
- Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues

Staff and volunteers must not:

- develop any relationships with children that could be seen as favouritism, for example, the offering of gifts or special treatment for specific children
- exhibit behaviours with children which may be construed as unnecessarily physical, for example inappropriate sitting on laps. Sitting on laps could be appropriate sometime, for example while reading a storybook to a small child in an open plan area
- 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 in the presence of children
- express personal views on cultures, race or sexuality in the presence of children
- discriminate against any child, including because of culture, race, ethnicity or disability
- have contact with a child or their family outside of our organisation without our Child Safety Officer's knowledge and/or consent, for example, no babysitting. Accidental contact, such as seeing people in the street, is appropriate
- have any online contact with a child unless for educational purposes

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- ignore or disregard any suspected or disclosed child abuse.
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By observing these standards you acknowledge your responsibility to immediately report any breach of this code to the HEPS Child Safety Officer / leadership.

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

Date ratified: Monday 18th February 2019 (to be ratified at first School Council meeting of 2019)