



CHILD SAFE CODE OF CONDUCT

All staff members, volunteers and board members of Wild Cherry School, Kindergarten and Playgroup (hereafter collectively referred to as the 'School') are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

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

- adhering to the School's child safe policy always
- 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 that if adults are left alone with a child there is visibility and transparency
- immediately reporting any allegations of child abuse to the School Leader who will ensure any allegations are reported to the police or child protection
- reporting any child safety concerns to the School Leader
- if an allegation of child abuse is made, ensure as quickly as possible that the child/ren is/are safe
- encouraging children to 'have a say', especially on issues that are important to them
- where restrictive interventions are deemed necessary to protect the welfare and safety of students or members of the school community, restrictive interventions may be applied as appropriate to the circumstance. The decision to apply restrictive interventions rest with the professional judgment of the staff member/s involved, who will need to take into account both their duty of care to their students, their right to protect themselves from harm and obligations under the *Charter of Human Rights and Responsibilities Act 2006*. In this Code of Conduct, restrictive interventions mean the use of physical force to prevent, restrict or subdue movement of a student's body or part of their body. Restrictive intervention should only be used when it is immediately required to protect the safety of the student or any other person.

Staff and volunteers must not:

- develop any special relationships with children that could be 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 sitting on laps; sitting on laps can 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 any online contact with a child or their family (unless necessary, for example providing families with e-newsletters, or unless prior established relationship)
- ignore or disregard any suspected or disclosed child abuse.

Teachers are also required to be cognisant of, and adhere to, the Victorian Institute of Teaching (VIT) Code of Conduct for teachers. The VIT Code of Conduct sets out expectations of teachers regarding professional conduct, personal conduct and professional competence. The VIT Code of Conduct can be downloaded from the VIT website: www.vit.vic.edu.au.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to the School Leader.

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

I agree to adhere to this Code of Conduct:

Name:

Signature: Date: