



# Mossgiel Park Primary School

## Code of Conduct for Staff working with Children

### **Purpose**

All children have a right to feel safe and to be safe at Mossgiel Park Primary School. There is zero tolerance when there is inappropriate behaviour towards children.

All children, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, family or social background have an equal right to protection from abuse.

### **Aims**

- To provide a Code of Conduct which establishes clear expectations for appropriate behaviour when working with children.
- To provide a set of clear understandings about how staff should behave in a child-safe environment.
- To provide a supportive environment for children, staff, volunteers or family members, to be able to report inappropriate behaviour by a staff member to the Principal class.

### **Implementation**

#### **All staff will:**

- Either be registered with the Victorian Institute of Teaching (VIT) (teaching staff), or hold a current 'Working with Children Check' and 'Police Check' (education support staff).
- Work towards the achievement of the aims and purposes of the school.
- Report to the Principal/Assistant Principal if they believe that a staff member has breached the Code of Conduct.
- Maintain a 'duty of care' for the children in the school.
- Establish and maintain a child-safe environment for the children.
- Be fair, considerate and honest with others.
- Treat children with respect and value their ideas and opinions.
- Act as positive role models in their conduct toward children.
- Maintain strict impartiality with children
- Comply with specific guidelines on physical contact with children.
- Respect the privacy of children and their families, and only disclose information to people who have a need to know.
- Operate within the guidelines and policies of the school.

See: Mandatory Reporting policy; Restraint Policy; Disabilities policy and Anti-Discrimination policy.

#### **No staff member will:**

- Shame, humiliate, oppress, belittle or degrade any child.
- Unlawfully discriminate against any child.

- Engage in any activity with a child that is likely to physically or emotionally harm them.
- Initiate unnecessary physical contact with a child or do things of a personal nature for them that they can do for themselves. See: Restraint Policy; Disabilities policy.
- Be alone with a child or young person unnecessarily.
- Develop a 'special' relationship with a specific child for their own needs rather than the educational benefit of the child.
- Show favouritism through the provision of gifts or inappropriate attention.
- Arrange contact, including online contact, with children outside of the school's programs or activities.
- Photograph or video a child without the consent of the child's parents or guardians.
- Engage in open discussions of a mature or adult nature in the presence of children.
- Use inappropriate language in the presence of children.
- Do anything in contravention of the school's policies, procedures or this Code of Conduct.

**If staff and volunteers breach this Code of Conduct:**

- Appropriate disciplinary action will be taken by the Principal.

**Evaluation:**

This policy may be modified using school-based processes should the need arise or every 3 years.

**Links:**

Relevant policies and departmental resources

Child Safe Policy

Cyber safety and Anti-Bullying policy

Restraint Policy

Disabilities Policy

Mandatory Reporting Policy

Anti-Discrimination Policy

This policy was last ratified by School Council on the 13<sup>th</sup> of September 2016