

Child Safety Code of Conduct for Staff

In-line with the Child Safe Standards in Ministerial order 870, all staff, regular contractors and volunteers of Phillip Island Village 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 Phillip Island Village School are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Phillip Island Village School child safe policy framework at all times / upholding Phillip Island Village School statement of commitment to child safety at all times
- completing the Mandatory Reporting Professional Learning Module online annually
- for VIT registered teachers, the adherence to the VIT Code of Conduct
- for non VIT registered staff, maintenance of a valid Working with Children's Check (employee status)
- notification of any activity or offence which could result in a cancellation or change to the currency of the VIT/WWC card
- taking all reasonable steps to protect children from abuse
- being aware of what constitutes an offence with regards to Failure to Disclose, Failure to Protect and Grooming
- 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 all suspected child abuse as per the Mandatory Reporting Policy
- reporting any child safety concerns as per the Mandatory Reporting Policy

- ensuring as quickly as possible that the child(ren) is (are) safe when an allegation of child abuse is made
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

Staff regular contractors and volunteers must not:

- develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children)
- 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, gender or sexuality in the presence of children
- discriminate against any child, including because of culture, race, gender, sexuality, ethnicity or disability
- have any online contact with a child currently enrolled at the school that is not related to school or class activities
- ignore or disregard any suspected or disclosed child abuse.
- exhibit behaviours or engage in activities or physical contact with students not justified by the educational, therapeutic, or service delivery context.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this code to Phillip Island Village School Principal.

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: