

## Bayside Special Developmental School Child Safe Code of Conduct 2019

Bayside SDS takes a zero-tolerance approach to child abuse and is fully committed to ensuring that its strategies, policies, procedures and practices meet all Child Safety Standards as specified in Ministerial Order No. 870 (2015). This Code of Conduct is for employees, volunteers and contractors working with children and young people.

Bayside Special Developmental School is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and enriching environment, which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

At Bayside Special Developmental School, we consider the health, safety and wellbeing of all children and young people to be our highest priority. We have zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously and consistently. We are committed to creating a safe, respectful and inclusive school environment where all students can be happy, confident and resilient, regardless of their sexual or gender identity, cultural background disability or other circumstances. We take account of the diversity of all children, including the needs of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds, children with disabilities and vulnerable children. Any physical contact with children or young people must be appropriate to the delivery of the programs and services based on the needs of the individual rather than the needs of any staff.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, department policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal and school leaders of Bayside SDS will support the implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools as well as other learning environments. The Principal and school leaders of Bayside SDS will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the school community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

**All Bayside Special Developmental School members of staff and volunteers are responsible for promoting the safety and wellbeing of children and young people by:**

- upholding the school's statement of commitment to child safety at all times and adhering to the school's child safe policy particularly those pertaining to mandatory reporting, duty of care and bullying and harassment;
- treating students and families in the school community with respect both within the school environment and outside the school environment as part of normal social and community activities;
- promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students;
- promoting the cultural safety, participation, independence and empowerment of students with culturally and/or linguistically diverse backgrounds;
- promoting the safety, participation and empowerment of students with a disability;
- treating everyone with respect, including listening to and valuing their ideas and opinions;
- being inclusive, welcoming all children and their families and carers and;
- reporting any allegations of child abuse or other child safety concerns to the school's leadership or child safety officer;
- understanding and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse;
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm;
- taking all reasonable steps to protect children from abuse;
- modelling appropriate adult behaviour;
- listening to children and responding to them respectfully and through positive communication interactions;
- working with children in an open and transparent way – other adults should always know about the work you are doing with children and there should be documentation to support this;
- respecting the privacy of children and their families, and only disclosing information to people who have a need to know;
- constantly keeping abreast with student wellbeing matters as informed by the school bulletin and emails.

**Bayside Special Developmental School staff and volunteers must NOT:**

- ignore or disregard any concerns, suspicions or disclosures of child abuse;
- seek to use children in any way to meet the needs of adults;
- use prejudice, oppressive behaviour or language with children;
- use names which are derogatory or promote favouritism;
- engage in rough physical games (particularly those which may injure, intimidate or upset a child);
- initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes;

- develop ‘special’ relationships with specific children or show favouritism through the provision of gifts or inappropriate attention;
- exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context
- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity.
- communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc) except where that communication is reasonable in all the circumstances, related to school work or extra-curricular activities or where there is a safety concern or other urgent matter
- photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes
- In the school environment or at other school events where students are present, consume alcohol contrary to school policy or take illicit drugs under any circumstances.

### **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 organization.

## Bayside Special Developmental School Child Safe Code of Conduct 2019

I have read this Code of Conduct and agree to abide by it at all times.

Name: ..... Name of Manager: .....  
Signature: ..... Signature: .....  
Date: ..... Date: .....

Name of Witness: .....  
Signature .....  
Date .....

### Endorsement

This Code of Conduct was endorsed by Bayside SDS School Council August 2019

This Code of Conduct will be reviewed when legislative or other changes require review or  
no later than August 2021 .