



Wycheproof P-12 College

Child Safe Policy and Code of Conduct

Rationale:

Schools have an important responsibility for keeping children safe. Schools have to meet a minimum standard for the care, safety and welfare of students. In order to achieve a **zero-tolerance approach to child abuse**, from 1 August 2016 Wycheproof P12 College will meet child safety standards as specified by Ministerial Order No. 870 through adhering to the practises outlined in this policy and code of conduct.

Guiding Principles:

(1) Schools already do much to protect children. Protecting children from abuse is everybody's business, and an organisation's leadership is essential to instilling a child safety culture.

(2) Actions will continue to be taken at Wycheproof P12 College to protect children from abuse (any act committed against a child involving a sexual offence, grooming, physical violence, serious emotional or psychological harm and the serious neglect of a child), so that children feel respected, valued and encouraged to reach their full potential.

(3) A culture of child safety will continue to be embedded at Wycheproof P12 College so that child safety is part of everyone's everyday thinking and practice. This will be achieved through proactive leadership in demonstrating the appropriate values, attitudes and behaviours of our school.

(4) Wycheproof P12 College will continue to foster a culture of openness, inclusiveness and awareness. Children and adults should know what to do if they observe or are subject to abuse or inappropriate behaviour. All staff and volunteers must consider the safety of all children, and recognise the importance of cultural safety for Aboriginal children, cultural safety for children from culturally and linguistically diverse backgrounds, those who identify as gender diverse and the safety of children with a disability.

Implementation:

All staff, volunteers and School Council members of Wycheproof P-12 College are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below. This includes all school activities (both in and out of normal school operational hours – such as when on camps or excursions) and out of school care.

All personnel of Wycheproof P12 College are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- adhering to Wycheproof P12 College's Child Safe Code of Conduct at all times / upholding Wycheproof P12 College's statement of commitment to child safety at all time
- 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. There will be times in a small rural school such as ours that this is unavoidable and as such, during these times it will be important to ensure that all other practises in this policy are implemented.
- reporting any allegations of child abuse to Wycheproof P12 College's Child Safety Officer [Christine McKersie] and school leadership personnel., and ensure any allegation to reported to the police or child protection

- reporting any child safety concerns to Wycheproof P12 College's Child Safety Officer [Christine McKersie] or school leadership personnel.
- 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.

Staff 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)
- 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 because of culture, race, sexuality, ethnicity or disability
- ignore or disregard any suspected or disclosed child abuse.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Wycheproof P12 College's Child Safety Officer [Christine McKersie] and school leadership personnel.

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:

Evaluation:

This policy will be evaluated as part of the school's review cycle: July 2019

Basis of Discretion:

At all times, the DET Guidelines, the needs of the students and the school community will be considered in the implementation of the Child Safe Policy and Code of Conduct.

This policy was last ratified by School Council: 13th July 2016