



# Child Safety Code of Conduct



## Help for non-English speakers

If you need help to understand this policy, please contact Warrnambool East Primary School 55624100.

## PURPOSE

Our Child Safety Code of Conduct sets out the expected behaviour of adults with children and young people in our school. All Warrnambool East Primary School staff, volunteers, contractors, service providers, school council members and any other adult involved in child-connected work must follow the Child Safety Code of Conduct. The Child Safety Code of Conduct applies to all physical and online environments used by students. It also applies during or outside of school hours and in other locations provided by the school for student use (for example, a school camp).

## Acceptable behaviours

As Warrnambool East Primary School staff, volunteers, contractors, and any other member of our school community involved in child-connected work, we are responsible for supporting and promoting the safety of children by:

- upholding our Warrnambool East Primary School commitment to child safety at all times and adhering to our Child Safety and Wellbeing Policy.
- treating students and families in our school community with respect in our school environment and outside our school environment as part of normal social and community activities
- listening and responding to the views and concerns of students, particularly if they disclose that they or another child or student has been abused or are worried about their safety or the safety of another child or student
- promoting the cultural safety, participation and empowerment of Aboriginal students, students with culturally and/or linguistically diverse backgrounds, students with a disability, international students, students who are unable to live at home and lesbian, gay, bisexual, transgender and intersex (LGBTIQ+) students
- ensuring, as far as practicable, that adults are not alone with a student – one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult.
- reporting any allegations of child abuse or other child safety concerns to Child Safe officers or Principal/Assistant Principal
- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our child safety responding and reporting policy and procedures and the [PROTECT Four Critical Actions](#).
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

## Unacceptable behaviours

As Warrnambool East Primary School staff, volunteers, contractors and member of our school community involved in child-connected work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm
- develop a relationship with any student that could be seen as favouritism or amount to ‘grooming’ behaviour (for example, by offering gifts)
- display behaviours or engage with students in ways that are not justified by the educational or professional context
- ignore an adult’s overly familiar or inappropriate behaviour towards a student
- discuss intimate topics or use sexualised language, except when needed to deliver the school curriculum or professional guidance
- treat a child or student 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 schoolwork or extra-curricular activities or where there is a safety concern or other urgent matter
- photograph or video a child or student in a school environment except in accordance with the [Photographing, Filming and Recording Students policy](#) or where required for duty of care purposes
- consume alcohol against school policy or take illicit drugs in the school environment or at school events where students are present
- have contact with any student outside of school hours except when needed to deliver the school curriculum or professional guidance and parental permission has been sought.

## BREACHES TO THE CHILD SAFETY CODE OF CONDUCT

All Warrnambool East Primary School staff, volunteers, contractors and any other member of the school community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial instrument, professional code or terms of engagement. In instances where a reportable allegation has been made, the matter will be managed in accordance with the Department of Education’s Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police. All breaches and suspected breaches of the Warrnambool East Primary School Child Safety Code of Conduct must be reported to the principal and contact South-Western Victoria, 1300 333 232, Email [swvr@education.vic.gov.au](mailto:swvr@education.vic.gov.au)

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Warrnambool East Primary School’s Child Safety Officer -The Principal or delegate from the leadership team.

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: .....

<b>Created date</b>	June 2025
<b>Consultation</b>	School Council June 2025 Staff bulletin June 2025 School Newsletter 'LINK' June 2025
<b>Endorsed by</b>	School Council – Warrnambool East PS
<b>Endorsed on</b>	
<b>Next review date</b>	June 2027

Is it compulsory for all Victorian government schools to have policies addressing this issue?	YES - All schools must demonstrate compliance with the Child Safe Standards.  State Safe Schools Plan - Mandatory Learning Modules and Policies can be a mandatory document or incorporated into your Child Safety and Wellbeing Policy.
Do the policies have to be endorsed by school council?	1. Child Safety and Wellbeing Policy NCD 2. Child Safety Code of Conduct, NCD, or your school's code of conduct to ensure the code of conduct in the event it applies to staff, casual employees and visitors is unless delegated to the principal 3. Child Safety Risk Register NCD 4. Child Safety Reporting and Reporting Incident/Issue Policy and Procedures NCD 5. Action Plan - Mandatory Learning, Wellbeing and Safety - NCD
Recommended date/2025	Under the new Child Safe Standards schools must consult the school community on their. We encourage to have a copy in the development and updating of your safety documents. This includes consultation with all stakeholders as a community representative body and having other members of the community to find a way in the school's child safety and wellbeing policy documents such as through our school newsletter or website.
What is the basis of these policies?	<ul style="list-style-type: none"> <li>• Ministerial Order #10 (ending 30 June 2022)</li> <li>• Ministerial Order #104 (commencing 1 July 2022)</li> <li>• Minimum Standards for school registration</li> </ul>
Mandatory review cycle	3 years