

Beechworth Montessori

CODE OF CONDUCT



Date approved by Committee of Management: 18/07/2019

Date for Review: 18/07/2022

PURPOSE

This Code of Conduct meets child safety standards as specified by Ministerial Order No. 870. It aims to protect children and reduce any opportunities for child abuse or harm to occur. All staff, volunteers, Committee of Management members 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. This Code of Conduct applies in all school situations, including excursions, overnight camps, counselling, music lessons, first aid, bus travel, students with high support needs and in the use of digital technology and social media.

Expected Behaviours

All staff, volunteers, Committee of Management members and any other member of the school community involved in child-related work are responsible for supporting the safety of children by:

- Upholding Beechworth Montessori's commitment to child safety at all times and adhering to Child Safe Policies to protect children from abuse.
- 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 or that they are worried about their safety/the safety of another child.
- Promoting the cultural safety, participation and empowerment of Aboriginal and Torres Strait Islander students.
- Promoting the cultural safety, participation and empowerment of children with culturally and/or linguistically diverse backgrounds (eg: having zero tolerance for discrimination).
- Promoting the safety, participation and empowerment of children with a disability.
- Promoting sensitivity, support, inclusion and empowerment of transgender and gender fluid children.
- Ensuring that wherever possible that an adult is not alone with a child, unless they are clearly visible (ie. Glass door to room, or door left open).
- Staff members must have an understanding and comply with all reporting obligations as they relate to Mandatory Reporting and reporting under the Crimes Act 1958.
- Reporting any child safety concerns or allegations of child abuse to the school's Principal, or nominated delegate.
- If an allegation is made, ensure to your best ability that the child is safe and protected from harm.
- Encouraging children to 'have a say' and participate in organisational activities that relate to child safety.

Unacceptable Behaviours

- Ignore or disregard any concerns, suspicions or disclosures of child abuse.
- Develop relationships with children that could be seen as favouritism or amount to grooming behaviour (eg. offering of gifts or special treatment for specific children).
- Exhibit behaviours with children which may be construed as unnecessarily physical.
- 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.
- Use inappropriate language in the presence of children.
- Express personal views on cultures, race or sexuality in the presence of children.
- 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.
- Electronic publication of the full names of students, or the names of students with photos unless parent/guardian permission is given.
- Exchange personal contact details such as phone number, social networking sites or email addresses with students.
- Photograph or video a child without the consent of the parent or guardian.
- Work with children whilst under the influence of alcohol or illicit drugs.
- Consume more than average recommended daily alcohol intake at school social events in the presence of children. As per our Drug and Alcohol policy, alcohol may only be consumed at events hosted or explicitly approved in writing by the Committee of Management.

By observing these standards you acknowledge your responsibility to immediately report any breach of this code to Beechworth Montessori's Principal or Nominated Delegate for further management and review.

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: _____