



Child Safe Code of Conduct

*The Currajong School takes a zero-tolerance approach to child abuse and is fully committed to ensuring that its strategies, policies, procedures, and practices meet all **Child Safe Standards as specified in Ministerial Order No. 1359 (2022)***

This Code of Conduct meets the requirements of Child Safe Standards and our Schools Child Safe policies.

The Currajong School is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and 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.

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, government policy, school policies and procedures, and professional standards or code of ethics as these apply to staff and other personnel.

The Board members, Principal and school leaders will support the implementation and monitoring of the Code of Conduct. We will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The Currajong School will provide information and support to enable the Code of Conduct to operate effectively.

All staff, parents/guardians, 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.

Acceptable behaviours

Staff, parents/guardians, volunteers, contractors, and any other member of the school community involved in child-related work individually are responsible for supporting and promoting the safety of children by:

- Upholding the school's statement of commitment to child safety at all times and adhering to the school's Child Safe Policy and Child Safety Reporting Obligations and Procedures;
- 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;
- Listening and responding to the views and concerns of students, 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 students with culturally and/or linguistically diverse backgrounds;
- Promoting the safety, participation and empowerment of students with a disability;
- 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; and
- If child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

Unacceptable behaviours

Staff, parents/guardians, volunteers, contractors, and any other member of the school community involved in child-related work must not:

- Ignore or disregard any concerns, suspicions or disclosures of child abuse;
- Develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour;
- 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; or
- 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.

BREACHES TO THE CHILD SAFETY CODE OF CONDUCT

All Currajong 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 Currajong School's Reportable Conduct Procedure & Policy and may be subject to referral to the Social Services Regulator (SSR) and/or Victoria Police.

All breaches and suspected breaches of The Currajong School Child Safety Code of Conduct must be reported to the Principal.

If the breach or suspected breach relates to the Principal, contact the Board Chair at chairperson@currajong.vic.edu.au.

RELATED DOCUMENTS AND RESOURCES

This document should be read in conjunction with:

- The Currajong School Child Safe Policies
- The Currajong School Child Safety Reporting Obligations and Procedures
- The Victorian Teaching Profession's Code of Conduct
- The Australian Association of Social Workers Code of Ethics
- The Occupational Therapy Australia Code of Ethics

EVALUATION AND VERSION HISTORY

This policy will be reviewed every two years or more often if necessary due to changes in regulations or circumstances.

Version	Approval date:	Approved by:	Next review:	Modifications	Owner/ Implementor
2	December 2023	School Board	December 2025	Reviewed	Principal
3	December 2025	School Board	December 2027	Updated, Breaches section added	Principal

4	June 2026	School Board	June 2028	Updated Social Services Regulator	Principal
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The Currajong School acknowledges the traditional owners of this country throughout Australia and their continuing connection to land and community. We pay our respects to them and their cultures and to the Elders past, present and emerging.