



Manor Lakes P-12
College

POLICY

Child Safety Code of Conduct

Ratified: 10th May 2023



Purpose

Our Child Safety Code of Conduct sets out the expected behaviour of adults with children and young people in our school.

All Manor Lakes P-12 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 Manor Lakes P-12 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 Manor Lakes P-12 School commitment to child safety at all times and adhering to our Child Safety 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 the 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 Manor Lakes P-12 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/donations to specific students). Donations to individual students must be made anonymously.
 - 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
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- 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 Manor Lakes P-12 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 and Training Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Manor Lakes P-12 School Child Safety Code of Conduct must be reported to the College Principal, 9741 4202.

If the breach or suspected breach relates to the principal, contact the South Western Regional Office, 1300 333 232.

Review cycle and evaluation

The Principal is responsible for reviewing and updating the Child Safety Policy at least every two years. The review will include input from students, parents/carers and the school community.

Created date	1st August 2022
Consultation	<ul style="list-style-type: none"> - Emailed to all School Council members for feedback and review 5th May 2023. - Nil feedback given. Council ratified all policies 10th May 2023 - Compass post to all students, guardians and staff requesting feedback sent 26th of May 2023. Posts included PDFs of all policies. - All guardians with Compass App sent push notification of above post 26th of May 2023. - Newsletter notice to Primary families requesting feedback emailed 26th May 2023. - Newsletter notice to Secondary families requesting feedback emailed 26th May 2023. - Seesaw reminder post to Supported families requesting feedback sent 1st June



	2023 - Community consultation ended 7th June 2023. - Feedback/submissions received - nil.
Endorsed by	Scott Dellar, Principal College Council
Endorsed on	10th May 2023
Next review date	2 years, or following a relevant child safety incident.