

Yarrabah School CODE OF CONDUCT

All staff, volunteers and members of Yarrabah Schools community are required to adhere to the child safety policies, standards and expectations for appropriate behaviour towards and in the company of children and young people, as noted in the following policies:

- Child Safety and Wellbeing
- Child Safety Code of Conduct
- Child Safety Responding and Reporting Obligations
- Duty of Care Emergency Management

- Restraint and Seclusion

- Student Bullying Prevention
- Student Welfare and Safety
- Mandatory Reporting

All personnel of Yarrabah School are responsible for supporting the safety, participation, wellbeing and empowerment of children by:

- taking all reasonable steps to protect children from abuse
- treating everyone with dignity regardless of their sex, gender identify, socioeconomic status, cultural background, sexual orientation or level of ability.
- 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 during and not excluding:
 - self care activities
 - meal times
 - communication
 - community access / travel training
 - camps / excursions

- ensuring as far as practicable that adults are not left alone with a child unless this has been pre-planned, risk assessed with the approval of parents/guardians and the school principal
- reporting any allegations of child abuse to Yarrabah Schools Child Safety Officer (Assistant Principal and Wellbeing Leader) and ensure any allegation is reported to the police or child protection
- reporting any child safety concerns to Yarrabah Schools Child Safety Officer [Assistant Principal and Wellbeing Leader]
- 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, restraint or seclusion)
 - 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, including because of culture, race, ethnicity or disability
 - have contact with a child or their family outside of our organisation without our child safety officer’s knowledge and/or consent (for example, no babysitting, paid care or support work). Accidental contact, such as seeing people in the street, is appropriate
 - have private online contact with a child or their family that is unsanctioned by the school
- 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 Yarrabah Schools Child Safety Officer (Principal, Assistant Principal or Wellbeing Leader)

REVIEW AND APPROVAL

Last reviewed	April 2023
Approved by	Principal
Next scheduled review date	April 2026