

SKPS is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a 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, Department policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

All staff, contractors, volunteers and any other members 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.

As staff, volunteers, contractors, and any other member of the school community involved in child related work, we are individually responsible for supporting and promoting the safety of children by:

- Upholding the school's Statement of Commitment to Child Safety at all times
- 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
- Ensuring that staff, volunteers, contractors and members of the school community interact with students within 'line of sight' of others.
- Volunteers, including parents, will be required to have a Working With Children Check (exceptions include when parents are volunteering at events such as working bees, school fete, special friends' stalls)
- Promoting the cultural safety, participation and empowerment of all students, particularly students of Aboriginal and Torres Strait Islander heritage, students of culturally and/or linguistically diverse backgrounds and students with a disability
- Reporting any allegations of child abuse or other child safety concerns to a member of the school Leadership Team, and complying with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse
- If child abuse is suspected, ensuring that the students are safe and protected from harm as quickly as possible



As staff, volunteers, contractors, and any other member of the school community involved in child related work, we 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 (for example, offering gifts)
- 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 such as smacking or picking up children
- Interact with students in enclosed spaces
- 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
- In the school environment, or at other school events where students are present, consume alcohol contrary to the DE&T Alcohol Guidelines or take illicit drugs under any circumstances.