CHILD SAFETY CODE OF CONDUCT

Help for non-English speakers

If you need help to understand this policy, please contact the school on 03 5829 8282.

PURPOSE

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

All Zeerust Primary 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.

Before commencing their work, they will sign the Zeerust Primary School Child Safe Code of Conduct document.

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 Zeerust Primary 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 Zeerust Primary School commitment to child safety at all times and adhering to our Child Safety and Wellbeing 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, trans and gender diverse, intersex, queer, questioning and asexual (LGBTIQA+) 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 Abuse (including grooming) – Identification and Response 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 Zeerust Primary School, staff, volunteers, contractors and members 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)
- 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
- 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 Zeerust Primary 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 Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Zeerust Primary School Child Safety Code of Conduct must be reported to the principal.

If the breach or suspected breach relates to the principal, contact the department by phone on 1800 338 663, via the Enquiries form, or by email at enquiries@education.vic.gov.au.)

POLICY REVIEW AND APPROVAL

Policy last reviewed	**08/09/2026**
Consultation	Initial - Consulted with School Council at meeting on 28th July 2026 Updated - Consulted with School Council at meeting on 8th September 2026
Approved by	School Council
Next scheduled review date	08/09/2028

MANDATORY STAFF AGREEMENT & SIGN OFF

Declaration & Sign-Off Block

I acknowledge that I have read and understood the **Zeerust Primary School Child Safety Code of Conduct**. I agree to abide by these behavioural expectations and professional boundaries in all my interactions with students. I understand that a breach of this Code may lead to disciplinary proceedings, termination of contract/employment, or a formal referral to Victoria Police and the Victorian Institute of Teaching (VIT).

Full Name: _____

Role Title: *(e.g., Classroom Teacher, CRT, Volunteer)* _____

VIT Registration / WWCC Number: _____

Signature: _____ **Date:** ____ / ____ / 20____

Witnessed By (School Leader): _____