



Child Safety Code of Conduct

DOCUMENT VERSION 3			
Created date:	July 2022		
Review By:	Davina Bate, Principal		
Nature of Changes:	August 2022: Created in line with the updated Child Safe Standards. April 2025: Review and update. May 2025: Updated wording		
Consultation:	March 2022: Board consultation April 2025: Staff, Board & Parent consultation		
Version & Endorsed Date:	Version 3, May 2025	Next Review Due:	March 2027
Endorsed by:	Mr Barry Irvin	Position:	Chairman of the Board

Purpose

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

All Giant Steps staff, contractors, volunteers and any other member of the school community involved in child connected work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below.

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).

Giant Steps Melbourne 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 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, professional standards and codes of ethics as these apply to staff and other personnel.

The Principal and school leaders of Giant Steps Melbourne will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments.

The Principal and school leaders of Giant Steps Melbourne will also provide information and support to enable the Code of Conduct to operate effectively.

This policy should be read in conjunction with the Child Safety and Wellbeing Policy.

Acceptable Behaviours

Commitment to Child Safety: Always uphold the school's commitment to child safety and adhere to related policies.

Respect: Treat students and families with respect both within and outside the school environment.

Listening and Responding: Pay attention to students' concerns, especially regarding abuse or safety.

Cultural Safety: Promote the cultural safety and empowerment of Aboriginal, Torres Strait Islander, and culturally diverse students.

Support for Disabilities: Ensure the safety and empowerment of students with disabilities.

Reporting: Report any child abuse allegations or safety concerns to school leadership.

Compliance: Understand and comply with all reporting obligations.

Immediate Action: Ensure the safety of students if abuse is suspected.

Unacceptable Behaviours

Ignoring Concerns: Do not ignore any concerns or disclosures of child abuse.

Inappropriate Relationships: Avoid relationships with students that could be seen as favouritism or grooming.

Abusive Behaviours: Do not engage in behaviours that could be interpreted as abusive.

Overly Familiar Behaviours: Do not ignore inappropriate behaviours by other adults.

Inappropriate Discussions: Avoid discussing intimate content or using sexual innuendo with students or in the presence of students.

Discrimination: Do not treat students unfavourably based on their disability, age, gender, race, culture, vulnerability, sexuality, or ethnicity.

Private Communication: Avoid private communication with students unless it is related to school work or urgent matters.

Photography and Videography: Follow school policies for photographing or videoing students and ensure consent is obtained.

Substance Use: Do not take illicit drugs in the school environment or at school events. Alcohol should not be consumed during work related activities, but may be consumed in moderation at school social events where students are off site or in the care of their parents/guardians.

Physical Contact with Students

No Physical Punishment: Physical punishment is prohibited.

Appropriate Contact: Ensure any necessary physical contact is appropriate and acceptable.

Personal Care: Be respectful and considerate when supporting students with personal care, Students' individual plans should include how to manage and support toileting and personal care needs, focusing on building independence.

Positive Reinforcement: Use appropriate gestures like high fives or handshakes for positive reinforcement.

No Kissing: Kissing students is not acceptable.

Injury or Health Assessment : Seek consent before touching a student to assess an injury.

Policy status and review

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