

## Broadmeadows Special Developmental School Commitment to Child Safety

Broadmeadows Special Developmental School is committed to the safety and wellbeing of all children by being an environment where children feel safe, and are treated with respect and dignity. All decision making will reflect this commitment.

Every person involved with Broadmeadows Special Developmental School has a responsibility to understand and implement the processes and strategies that are in place to support child safety in all areas of school life.

Broadmeadows Special Developmental School has a zero tolerance of child abuse.

## Broadmeadows Special Developmental School Child Safe Code of Conduct

All staff, volunteers and board members of Broadmeadows SDS are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.

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

- adhering to Broadmeadows SDS child safe policy at all times / upholding Broadmeadows SDS statement of commitment to child safety at all time
- taking all reasonable steps to protect children from abuse
- treating everyone with respect
- 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 (for example, during personal care activities)
- reporting any allegations of child abuse to Broadmeadows SDS Principal / Assistant Principal / leadership team, and ensure any allegation to reported to the police or child protection
- reporting any child safety concerns to Broadmeadows SDS Child Safety Officer Principal / Assistant Principal / leadership team
- 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:

- 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 unnecessarily)
- 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). Accidental contact, such as seeing people in the street, is appropriate)
- have any online contact with a child or their family (unless necessary, for example providing families with e-newsletters)
- 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 Broadmeadows SDS Principal / Assistant Principal / leadership team.

**If you believe a child is at immediate risk of abuse phone 000.**

I agree to adhere to this Code of Conduct:

Name: .....

Signature: .....

Date: .....