

CHILD SAFETY CODE OF CONDUCT

FEBRUARY, 2024.

Al Kamal Arabic School is dedicated to ensuring the safety and well-being of children and young individuals. Our school community acknowledges the vital role we play in creating a secure, supportive, and enriching environment that upholds the dignity and self-esteem of children and young people, fostering an atmosphere where they can thrive in their learning and development.

The purpose of this Code of Conduct is to safeguard children and diminish any potential for child abuse or harm. Additionally, it aids in understanding how to prevent or effectively manage risky behaviors and situations. This code is designed to complement existing child protection legislation, Department policy, school policies, and procedures, as well as professional standards and codes of ethics applicable to staff and other personnel.

The Principal and school leaders at Al Kamal Arabic School are committed to supporting the implementation and monitoring of the Code of Conduct. They will strategize, execute, and oversee arrangements to ensure inclusive, safe, and orderly schools and learning environments. Moreover, they will offer information and assistance to facilitate the effective operation of the Code of Conduct.

All individuals within the school community engaged in child-related activities, including staff, contractors, volunteers, and other members, must adhere to the Code of Conduct. This entails the specified expectations for appropriate behavior outlined below. The Code of Conduct is applicable in various school settings, encompassing school camps, the use of digital technology, and engagement with social media.

Acceptable behaviors for those involved in child-related work, such as staff, volunteers, contractors, and other community members, involve the collective responsibility of supporting and advocating for the safety of children by:

- Consistently upholding the school's commitment to child safety and adhering to its child-safe policy.
- Treating students and families in the school community with respect, both within and outside the school environment during normal social and community activities.
- Attending to and addressing the views and concerns of students, particularly if they disclose instances of abuse or express worries about their safety or the safety of another child.
- Advocating for the cultural safety, participation, and empowerment of various student groups, including Aboriginal students, those with culturally and/or linguistically diverse backgrounds, students with disabilities, international students, and LGBTQIA+ students.

- Taking measures, as feasible, to ensure that adults are not alone with a student, with one-to-one interactions occurring in open spaces or within the line of sight of another adult.
- Promptly reporting any allegations of child abuse or other concerns related to child safety to the school's leadership.
- Understanding and complying with all reporting or disclosure obligations, including mandatory reporting, as they pertain to safeguarding children from harm or abuse.
- If there is suspicion of child abuse, taking immediate steps to ensure the safety and protection of the involved student(s).

Unacceptable conduct

As members of the school community engaged in child-related activities, including staff, volunteers, contractors, and others, it is imperative that we refrain from the following:

1. Dismissing or neglecting any concerns, suspicions, or disclosures of child abuse.
2. Forming relationships with students that may be perceived as favoritism or could be construed as 'grooming' behavior, such as offering gifts.
3. Displaying behaviors or participating in activities with students that lack justification within the educational or professional context.
4. Overlooking instances where adults exhibit overly familiar or inappropriate behaviors towards students.
5. Engaging in discussions of an intimate nature or using sexualized language, unless necessary for delivering the school curriculum or professional guidance.
6. Treating a child unfairly due to factors such as disability, age, gender, race, culture, vulnerability, sexuality, or ethnicity.
7. Directly communicating with a student through personal or private channels, including social media, email, instant messaging, texting, unless such communication is reasonable in all circumstances. Under circumstances involving schoolwork, extra-curricular activities, safety concerns, or urgent matters:
8. Taking photographs or videos of a child in a school environment is only permissible in accordance with school policy or when required for duty of care purposes.
9. Consumption of alcohol or the use of illicit drugs in the school environment or during school events where students are present is strictly prohibited against school policy.

10. Having contact with any student outside of school hours is only allowed when necessary to deliver the school curriculum or provide professional guidance, and parental permission must be obtained.

In the event of a reportable allegation, the matter will be handled following the Department of Education and Reportable Conduct Scheme Policy, and it may be referred to Victoria Police. All breaches or suspected breaches of the Al Kamal Arabic Child Safety Code of Conduct must be promptly reported to the Principal and Assistant Principal as well as the child safety officer.

PRINT NAME:

SIGN:

DATE: