

# Malvern Russian Community School Inc.

## Child Safe Code of Conduct

This Code of Conduct outlines appropriate standards of behaviour by adults towards children.

The Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps staff and volunteers by providing them with guidance on how to best support children and how to avoid or better manage difficult situations. This Code of Conduct applies to all people involved in Malvern Russian Community School's activities, including coaches, officials, volunteers, and parents.

All Malvern Russian Community School staff and volunteers are responsible for promoting the safety and wellbeing of children and young people by:

- Clear about their roles and responsibilities regarding child protection.
- All staff, volunteers and board members of Malvern Russian Community School are required to observe child safe principles and expectations for appropriate behaviour towards and in the company of children, as noted below.
- Adhering to Malvern Russian Community School child safe policy at all times / upholding Malvern Russian Community School statement of commitment to child safety at all times.
- Taking all reasonable steps to protect children from abuse.
- Treating everyone with respect, including listening to and valuing their ideas and opinions
- Welcoming all children and their families and carers and being inclusive.
- Respecting cultural, religious, and political differences and acting in a culturally sensitive way, particularly when interacting with children who are Aboriginal or otherwise culturally or linguistically diverse and those with a disability.
- Modelling appropriate adult behaviour.
- Listening to children and responding to them appropriately.
- Reporting and acting on any breaches of this Code of Conduct, complaints or concerns appropriately and treat them seriously and with respect.
- Complying with our guidelines on physical contact with children.
- Working with children in an open and transparent way - other adults should always know about the work you are doing with children.
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.
- Aware of their obligations to immediately report suspected abuse to Call the police on 000 if you have immediate concerns for a child's safety.
- Reporting any allegations of child abuse to Malvern Russian Community School Child Safety Officer Liana Ross and ensure any allegation be reported to the police or child protection.
- If an allegation of child abuse is made, ensure as quickly as possible that the child is safe.
- 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 cultural safety, participation, and empowerment of children with culturally and/or linguistically diverse backgrounds (for example, by having a zero tolerance of discrimination).
- Encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.
- Ensuring as far as practicable that adults are not left alone with a child.

Malvern Russian Community School staff and volunteers **MUST NOT**:

- Develop any 'special' relationships with children that could be seen as favouritism (for example, the offering of gifts or special treatment for specific children) (grooming).
- 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).

- 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.
- Seek to use children in any way to meet the needs of adults.
- Ignore or disregard any concerns, suspicions, or disclosures of child abuse.
- Use prejudice, oppressive behaviour, or language with children.
- Engage in rough physical games.
- Exchange personal contact details such as phone number, social networking site or email addresses with children.
- Have unauthorised contact with children and young people online or by phone.

By observing these standards, you acknowledge your responsibility to immediately report any breach of this Code.

This Code of Conduct will be reviewed by Malvern Russian Community School Inc. annually.

Name: Svetlana Molodova

Signature: \_\_\_\_\_

Role: Child Safety Officer

Principal: Peter Diachevsky

Signature: \_\_\_\_\_

Date: 20/08/2021