

DSM Policy

Child Safe Code of Conduct

Deutsche Schule Melbourne Inc, ABN 52 936 931 854



1. Overview

Deutsche Schule Melbourne is committed to the safety and wellbeing of children and young people. Our school community recognises the importance of, and a responsibility for, ensuring our school is a safe, supportive and nurturing environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

Staff and volunteers are responsible for keeping a professional role with children and establishing and maintaining clear boundaries which serve to protect children. This Code of Conduct sets out the behaviour which Deutsche Schule Melbourne expects from all people associated with or representing it and supports compliance with Ministerial Order 1359- the Child Safe Standards.

2. Purpose

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 including the Child Safe Standards, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

3. Upholding this Code of Conduct

The Principal and Deputy Principal(s) will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly learning environments. The Principal and Deputy Principals of Deutsche Schule Melbourne will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the school community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, including school camps, excursions, digital technology and online environments.

All staff and volunteers are expected to report any breaches of this code to the Principal or Deputy Principals. All allegations of child abuse will be reported swiftly to statutory authorities, such as police or child protection. We are committed to creating and maintaining an environment which promotes safety for all people involved in our programs including all children, people with a disability, and Aboriginal and Torres Strait Islander people. All staff are responsible for ensuring that racism is identified, confronted and not tolerated in the DSM School Community. This commitment ensures DSM's compliance with Child Safe Standard 1: Establish a culturally safe environment in which the diverse and unique identities and experiences of children and young people are respected and valued.

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4. Statement of Commitment

I will:

- Conduct myself in a manner that is consistent with the core values of Deutsche Schule Melbourne: patience, respect, trust, honesty and kindness.
- Treat students and families in the school community with respect both within the school environment and outside the school environment, for example during social and community activities.
- Provide a welcoming, inclusive and safe environment for all children, parents, staff and volunteers to support DSM's ethos and commitment to comply with the Child Safe Standards
- Follow and report any concerns of child abuse in accordance with Deutsche Schule Melbourne's Reportable Conduct Policy and Serious Incidents and Mandatory Reporting Policy, as well as the four critical actions for schools including reporting to relevant authorities or services including Victoria Police, the Department of Health and Human Services- Child Protection and the Commission for Children and Young People as required
- Keep all information regarding child protection concerns confidential, only discussing information with relevant and appropriate people according to the reporting procedures
- Promote the cultural safety, participation and empowerment of students with culturally and/or linguistically diverse backgrounds
- Promote the safety, participation and empowerment of students with a disability
- Listen and respond to the views and concerns of students, particularly if they are telling me that they or another child has been abused or that they are worried about their safety/the safety of another child
- Self-assess my behaviour, actions, language and relationships with children.
- Report any allegations of child abuse or other child safety concerns to the Principal and/or School Board
- Understand and comply with all reporting or disclosure obligations (including mandatory reporting) as they relate to protecting children from harm or abuse.
- If child abuse is suspected, ensure as quickly as possible that the student(s) are safe and protected from harm
- Ensure any contact with children and young people is appropriate when viewed on its own and when viewed against the context of the relevant program, event or setting.
- Always ensure language is appropriate and inclusive and not offensive, discriminatory or racist
- Promote a zero-tolerance attitude to racism and child abuse or harm
- Provide examples of good conduct in daily activities
- Challenge unacceptable behaviour and report all allegations or suspicions of abuse

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- Provide a comfortable and safe environment where children, young people and adults are encouraged to point out attitudes or behaviour they do not like, in accordance with Child Safe Standard 3: Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.

- Report any allegations or instances of discriminatory or racist behaviour to a member of the School Leadership Team as soon as possible, as well as to the child's parent or guardian. Any instances of racism will result in the child completing a Behaviour Reflection sheet and a three-way discussion with the child's parent or guardian and a member of the School Leadership Team. Repeat offenders may be suspended or expelled from the School. Members of the School Community such as parents or carers may be issued with a School Community Safety Order to ensure our school is kept safe and free from racism.

I will not:

- Engage in behaviour that is intended to shame, humiliate, belittle, discriminate or degrade children or young people, in person or on social media

- Exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context

- Use inappropriate, offensive, harassing, abusive, sexually provocative, demeaning, culturally inappropriate, racist or discriminatory language when speaking with a child or young person

- Ignore behaviours by other adults towards students when they appear to be overly familiar or otherwise inappropriate

- Ignore racist or discriminatory behaviour from students, staff or parents of the DSM School Community

- Do things of a personal nature that a child can do for him/herself, such as assistance with toileting or changing clothes. If this is necessary, for example for a child with a disability, I will inform leadership first and be as open as possible in my behaviour

- Hit or physically assault children. This includes refraining from physical punishment or discipline of children

- Develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts)

- Treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity

- Discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting

- Conduct a sexual relationship with a child or young person or indulge in any form of sexual contact with a child or young person

- 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

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circumstances, related to school work or extra-curricular activities or where there is a safety concern or other urgent matter

- Photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes
- Take illicit drugs under any circumstances in the school environment or at other school events where students are present

5. Acknowledgement

I, _____ acknowledge that I have read and understand the Deutsche Schule Melbourne Child Safe Policy, and will adhere to this Child Safe Code of Conduct at all times.

Revised, September 2023