

Child Safety Code of Conduct			
Policy No: CS2		Version No: 2.1	
Ratified: 30/10/2024	Review Cycle: 2 year		Last Review: Aug 2024
Policy Owner: Assistant Principal Wellbeing		Approver: School Council	



Help for non-English speakers

If you need help to understand this policy, please contact the Fairhills high School General Office on 03 9758 5022.

PURPOSE

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

All Fairhills High School staff, volunteers, contractors, service providers, school council members and any other adult involved in child-connected work must follow the Child Safety Code of Conduct.

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, at KIOSC, on a school camp or excursion).

ACCEPTABLE BEHAVIOURS

As Fairhills High School, staff, volunteers, contractors, and any other member of our school community involved in child-connected work, we are responsible for supporting and promoting the safety of children by:

- upholding our Fairhills High School's commitment to child safety at all times and adhering to our Child Safety Policy
- treating students and families in our school community with respect in our school environment and outside our school environment as part of normal social and community activities
- listening and responding to the views and concerns of students, particularly if they disclose that they or another child or student has been abused or are worried about their safety or the safety of another child or student
- promoting the cultural safety, participation and empowerment of Aboriginal students, students with culturally and/or linguistically diverse backgrounds, students with a disability, international students, students who are unable to live at home and lesbian, gay, bisexual, transgender and intersex (LGBTIQA+) students
- ensuring, as far as practicable, that adults are not alone with a student – one-to-one interactions between an adult and a student are to be in an open space or in line of sight of another adult.
- reporting any allegations of child abuse or other child safety concerns to the Head of the Wellbeing Team.

- understanding and complying with all reporting and disclosure obligations (including mandatory reporting) in line with our child safety responding and reporting policy and procedures and the [PROTECT Four Critical Actions](#).
- if child abuse is suspected, ensuring as quickly as possible that the student(s) are safe and protected from harm.

UNACCEPTABLE BEHAVIOURS

As Fairhills High School staff, volunteers, contractors and members of our school community involved in child-connected work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse or harm
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, by offering gifts)
- display behaviours or engage with students in ways that are not justified by the educational or professional context
- ignore an adult's overly familiar or inappropriate behaviour towards a student
- discuss intimate topics or use sexualised language, except when needed to deliver the school curriculum or professional guidance
- treat a child or student unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity
- 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 circumstances and is expressly approved by the Principal, related to schoolwork or extra-curricular activities or where there is a safety concern or other urgent matter
- photograph or video a child or student in a school environment except in accordance with the [Photographing, Filming and Recording Students policy](#) (or where required for duty of care purposes)
- consume alcohol in contravention of the school policy or take illicit drugs in the school environment or at school events where students are present
- have contact with any student outside of school hours except when needed to deliver the school curriculum or professional guidance and parental permission has been sought.

BREACHES TO THE CHILD SAFETY CODE OF CONDUCT

All Fairhills High School staff, volunteers, contractors and any other member of the school community involved in child-connected work who breach this Child Safety Code of Conduct may be subject to disciplinary procedures in accordance with their employment agreement or relevant industrial instrument, professional code or terms of engagement.

In instances where a reportable allegation has been made, the matter will be managed in accordance with the Department of Education and Training Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Fairhills High School Child Safety Code of Conduct must be reported to the Principal and the Head of the Wellbeing Team.

If the breach or suspected breach relates to the principal, contact North-Eastern Victoria Region on 1300 333 231 or nevr@education.vic.gov.au.

APPROVAL AND REVIEW

Code of Conduct review every two years.

School Council Approval

VERSION CONTROL TABLE

Version	Author	Date	Change Made
1.1	Toni Kirk	18 April 2023	updated title panel, added version and date to footer and added version control table
1.2	Silvana La Leggja	24/08/2024	Reviewed and updated – All links checked and DEET policy links. Ready for consultation
2	Silvana La Leggja	30/10/2024	Ratified and approved at school council
2.1	Toni Kirk	7 July 2025	Updated as per Child Safe Audit recommendation