



## Mansfield Steiner School's Child Safe Code of Conduct Policy Summary

*The following summary should be read in conjunction with the full policy. In the link below, located on the school's Policy Connect platform.*

<https://mansfieldrudolfsteiner.policyconnect.com.au/module/262/page/9cf92f3a-7ac5-4c44-8dd3-f5ee61b68cf0.md>

The Child Safe Code of Conduct outlines the standards of behaviour that every member of the Mansfield Steiner School community must adhere to promote the safety and well-being of students. The policy includes the following guidelines:

1. Compliance: All members of the School Community must uphold and act in accordance with Mansfield Steiner School's Child Safe Policy and comply with applicable guidelines such as the Staff and Student Professional Boundaries policy.
2. Positive Role Modelling: Every individual should behave as a positive role model for students, treating them with respect and promoting their safety, welfare, and well-being.
3. Vigilance and Proactivity: All members must be vigilant and proactive in ensuring student safety, including child protection issues, and provide appropriate supervision according to the student's age.
4. Inclusivity and Empowerment: The policy emphasizes the promotion of safety, participation, and empowerment for students with disabilities, linguistically and/or culturally diverse students, and Aboriginal and Torres Strait Islander students.
5. Respect and Open Environment: Members of the School Community should use positive and affirming language, respect cultural and religious differences, and help create an open, safe, and supportive environment for all students to interact and socialize.
6. Intervention and Reporting: It is essential to intervene when students engage in inappropriate bullying behaviour or acts that humiliate or vilify others. Any breaches of the Child Safe Code of Conduct must be reported, as well as concerns about child safety, to the designated Child Safety Officer or relevant authorities.



7. Privacy and Communication: Respect for students and their families' privacy is crucial. Personal information should only be disclosed to individuals with a legitimate need to know. Inappropriate personal communications with students are strictly prohibited.
8. Photography and Online Activities: Taking or publishing photos, movies, or recordings of students requires parental/carer consent. Posting identifying information about students online should be done only if necessary for the school's activities and with appropriate consent.
9. Reporting Child Abuse or Harm: Any suspected or disclosed child abuse or harm should not be ignored or disregarded. Immediate concerns for a student's safety should be reported to the Police.

#### Agreement and Consequences:

All staff, relevant volunteers, and contractors must receive a copy of the Child Safe Code of Conduct and sign an agreement to adhere to it before commencing work at the school. Breaches of the Code may result in disciplinary actions, including remedial education, counselling, increased supervision, restriction of duties, suspension, or termination.

#### Reporting Concerns:

Staff, students, parents/carers, family members, or other community members witnessing or suspecting a breach of the Child Safe Code of Conduct can report their concerns to the appropriate authorities within the school or external organizations. Confidentiality will be maintained on a need-to-know basis.

It is important to note that this policy summary is a condensed version of the original Mansfield Steiner School's Child Safe Code of Conduct. Please refer to the complete policy for detailed information and procedures.

**Review date June 2023 Glenn Hood – Sent to GC June 2023**

**Next review June 2024**