Badger Creek Primary School
Child Safety Code of Conduct 2026

PURPOSE

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

All Badger Creek Primary School staff, volunteers, contractors, service providers, school council members and any other adult involved in child-connected work at Badger Creek Primary School must follow the Child Safety Code of Conduct and are required to observe child safe principles and expectations for appropriate behaviour towards, and in the company of children, as noted below.

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, a school camp).

Acceptable behaviours

All staff, volunteers, contractors and any other member of the Badger Creek Primary School community involved in child-connected work are responsible for supporting and promoting the safety of children by:

- upholding the Badger Creek Primary School statement of commitment to child safety at all times and adhering to our Child Safety and Wellbeing Policy
- taking all reasonable steps to protect children from abuse
- 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 and/or are worried about their safety or the safety of another child or student
- 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, international students, students who are unable to live at home, lesbian, gay, bisexual, transgender and intersex (LGBTIQ+) students (for example, by having zero tolerance of discrimination)
- promoting the safety, participation and empowerment of children with a disability (for example, during personal care activities)
- 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 Badger Creek Primary School Child Safety Officer – which is the Principal or Assistant Principal
- 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, ensure as quickly as possible that the child(ren) are safe and protected from harm
- encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

Unacceptable behaviour

As Badger Creek Primary School staff volunteers, contractors and members of our school community are involved in child-connected work we must not:

- ignore or disregard any concerns, suspicious or disclosure of child abuse or harm
- develop relationships with a student that could be seen as favouritism or amount to 'grooming' behaviour (for example, the offering of gifts or special treatment for specific children)
- display behaviours or engage with students in ways that are not justified by the educational or professional context (for example, by locking doors or do things of a personal nature that a child can do for themselves, such as toileting or changing clothes)
- ignore an adult's overly familiar or inappropriate behaviour toward a student
- discuss intimate topics or use sexualised language, expect when needed to deliver the school curriculum or professional ethnicity
- communicate directly with a student through personal or private contact channels (including social media, email, instant messaging, texting, etc.) except where communication is reasonable in all circumstances, 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 against 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 Badger Creek Primary 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 Reportable Conduct Scheme Policy and may be subject to referral to Victoria Police.

All breaches and suspected breaches of the Badger Creek Primary School Child Safety Code of Conduct must be reported to the Principal and Assistant principal.

If the breach or suspected breach relates to the Principal or Assistant Principal, contact:

Department of Education

- Anyone can contact the Department of Education.
- Email: enquiries@education.vic.gov.au
- Phone: 1800 338 663
- For more information see: Report abuse if you're a current student.
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Department of Education Speak Up service

- Staff can use the Speak Up service to report improper conduct, fraud or corruption (including to make an anonymous report) or other improper conduct
- Website: https://www.pkftalkintegrity.com/?det
- Email: educationspeakup@pkf.com.au
- Phone 1800 633 462.

Approval and review

Created date	June 2026
Consultation	School council
Endorsed by	School council and Principal
Endorsed on	June 2026
Next review date	June 2028