



Catholic  
Education  
Commission  
Tasmania

# CHILD SAFETY CODE OF CONDUCT

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## **1 PURPOSE**

- 1.1** This Code specifies what constitutes acceptable and unacceptable behaviour by adults regarding **Children** and **Young People**. It aims to protect Children and Young People from harm, to reduce opportunities for abuse or grooming to occur and to promote child safety in all CET operational environments.
- 1.2** It forms a core element of **CET's Child Safety Program** and operates under the auspices of CET's Child Safety Policy.

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## **2 WHO DOES THIS CODE APPLY TO**

- 2.1** This Code applies to all Catholic Schools operating in the Archdiocese of Hobart, the TCEO, and all persons involved in any Catholic Education Tasmania (CET) activity (CET Activity), including Workers, Students, Parents/Guardians, families of students and members of the wider community.
- 2.2** For the purposes of this policy, a CET Activity includes any Catholic School or TCEO activity held or occurring:
- (a) in a CET Workplace.
  - (b) in a CET School Environment; or
  - (c) on an external site, such as school camps or excursions, where the child remains under the supervision and duty of care of CET.

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## **3 REQUIREMENTS**

- 3.1** CET is committed to the safety and wellbeing of children. All persons interacting with Children and Young People within CET School Environments, Workplaces, or involved in any CET Activity are required to conduct themselves in accordance with this Code.
- 3.2** All persons are required to:
- (a) Comply with CET's Child Safety Program and any other policies, procedures and guidelines related to child safety and wellbeing.
  - (b) Act as a positive role model to Children and Young People.
  - (c) Promote the safety, protection and wellbeing of Children and Young People.
  - (d) Be vigilant and proactive about child safety and wellbeing.

- (e) Ensure any supervision of a Child and Young Person is age appropriate.
- (f) Treat all Children and Young People with respect and dignity.
- (g) Promote the participation and empowerment of Children and Young People with a disability.
- (h) Promote the participation and empowerment of linguistically and culturally diverse Children and Young People.
- (i) Use, as far as reasonably practicable, positive and affirming language when speaking with or about Children and Young People.
- (j) Encourage Children and Young People to speak freely to adults and listen to them with respect.
- (k) Respect cultural, religious and political differences.
- (l) Help provide open, safe and supportive environments for Children and Young People to learn, interact and socialise.
- (m) Intervene when Children and Young People are engaging in bullying behaviour towards or behaving in a way that may humiliate or vilify, others.
- (n) Call the Police on 000 if they have immediate concerns for a **Child or Young Person's** safety.
- (o) Report any breaches of this Code to the relevant Catholic School principal or CET's Child Safety Officer.
- (p) Ensure that their legal (mandatory) obligations to report child safety concerns to external bodies are met and that they notify the principal or CET's Child Safety Officer when such a report is made.
- (q) Where an allegation of child abuse is made, ensure as soon as reasonably practicable that the Child or Young Person involved is safe and make a mandatory report.
- (r) Respect the privacy of Children and Young People and their families and only disclose information to people who have a need to know.

**3.3** All persons are prohibited from:

- (a) Engaging in any form of inappropriate behaviour, including but not limited to:
  - (i) Engaging in any form of reportable conduct under The Reportable Conduct Scheme as defined from time to time by the Office of the Independent Regulator in Tasmania.

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- (ii) Sexual conduct, including the making of sexually suggestive comments or the sharing of sexually suggestive material.
- (iii) Inappropriate or unnecessary physical contact (including doing things of a personal nature that a Child or Young Person can do for themselves, such as toileting or changing clothes).
- (iv) Discussions of an adult nature.
- (v) The use of prejudice, oppressive behaviour, or inappropriate language.
- (vi) Any form of physical violence, including rough physical play.
- (vii) The use of physical means or corporal punishment to discipline or exert control.
- (viii) Behaviour that has the potential to cause a Child or Young Person serious emotional or psychological harm.

with, towards, or in the presence of a Child and Young Person or otherwise expose a Child or Young Person to such behaviour.

- (b) Harassing, vilifying, or discriminating against, a Child or Young Person based on culture, race, ethnicity or disability.
- (c) Expressing personal views on cultures, race or sexuality in the presence of a Child or Young Person.
- (d) Developing relationships with a Child or Young Person that could be seen as favouritism (for example the offering of gifts or special treatment for specific Children and Young People).
- (e) Engaging in undisclosed private meetings with a Child or Young Person that is not their own Child.
- (f) Engaging in private or inappropriate personal communications with a Child or Young Person through any medium, including any online contact or interactions with the Child or Young Person.
- (g) Taking, soliciting or publishing (including online) photos, movies or recordings of a Child or Young Person without explicit parental/guardian consent and for non-school related purposes.
- (h) Posting online or anywhere else any information about a Child or Young Person that may identify them by full name, age, email address, telephone number, residence; school or details of a club or group they may attend.

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- (i) Ignoring, disregarding, or withholding information about suspected or disclosed child abuse, harm (includes grooming) or neglect.

## 4 RESPONSIBILITIES

4.1 For CET to achieve compliance with this Code the following people must fulfill the responsibilities that have been allocated to them under the overarching auspices of CET's Child Safety Policy:

<b>People who are:</b>	<b>Must:</b>
<b>Directors</b>	1. Ensure compliance with this Code.
<b>CET's Child Safety Officer</b>	2. Ensure Workers and members of school communities receive instruction or information to enable them to understand the requirements of this Code.
<b>Workplace Managers</b>	3. Ensure compliance with this Code within their area of responsibility. 4. Take reasonable steps to ensure that any breaches of this Code are acted upon immediately and appropriately in accordance with CET's Reportable Conduct Policy.
<b>Workers, Parents and Others</b>	6. Engage in behaviours and conduct consistent with this Code.

## 5 COMPLIANCE (LEGISLATION AND OTHER DOCUMENTS)

5.1 Applicable regulatory instruments containing overarching obligations:

### **Tasmania legislation**

- (a) [Child and Youth Safe Organisations Act 2023.](#)
- (b) [Children, Young persons and their Families Act 1997](#)
- (c) [Criminal Code Act 1924.](#)
- (d) [Teachers Registration Act 2000.](#)

### **Other**

- (a) [Non-government Schools Registration Board Guidelines.](#)
- (b) [National Principles for Child Safe Organisations.](#)
- (c) [Tasmanian Office of the State Archivist Notice of a disposal freeze on records](#)

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[relating to children.](#)

5.2 Any failure to comply with an obligation under this Code will likely result in disciplinary action taken under CET's Workplace Behaviour Policy and CET's Code of Conduct.

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## 6 DEFINED TERMS

**Child Safety Program** means CET's suite of child safety governance instruments that collectively form CET's Child Safety Program i.e.:

- (a) Child Safety Policy
- (b) Child Safety Code of Conduct (this Code)
- (c) Reportable Conduct Policy
- (d) Mandatory Reporting Policy
- (e) Working with Vulnerable People Registration Policy
- (f) TCEO Child Safety Committee Terms of Reference.

**Worker** For the purposes of this policy the meaning of worker does not include:

- (a) A school student on a work experience placement.
- (b) A worker under the age of 16 years.

**Young Person / People** means persons who have attained the age of 16 years but have not attained the age of 18 years.

For all other Terms and Definitions refer to *CECT Terms and Definitions* document available on the CET Website

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## 7 FURTHER INFORMATION AND ASSISTANCE

7.1 For further information and assistance in relation to this Code please contact CET's Child Safety Officer (the TCEO's Executive Manager People Services) T: 03 6210 8877.

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## 8 REVIEW OF THIS CODE

8.1 This Code will be reviewed every four years

8.2 Updated versions of this Code will be available on the CET website and on request.

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