



## Child Safe Code of Conduct

Drafted by	Principal	Approved by Council	5 Dec 2024
Responsible person	Principal	Scheduled review date	5 Dec 2026

This Child Safe Code of Conduct sets out Jane Franklin Hall's commitment to maintaining a child safe environment for people under the age of 18.

All children and young people in the Jane Franklin Hall ('College') community, regardless of their gender, culture, religious beliefs, age, ability, sexual orientation or family or social background have equal rights to safety, participation, wellbeing and empowerment and protection from abuse.

The College does not tolerate any abuse of children and young people and will employ best practice towards and in the company of children and young people, including online conduct.

The Code applies to all members of the College community who are all responsible for supporting the safety, participation, wellbeing and empowerment of those under the age of 18 in all areas of College-related activity.

### APPLICATIONS AND DEFINITIONS

All applications and definitions as described in the Jane Franklin Hall Child Safe Policy and Procedures are applicable to this code.

### EXPECTATIONS

The College supports and expects its community members to:

- Behave in accordance with the College's Child Safe Framework;
- Help provide open, safe and supportive physical and online environments for children and young people to interact and undertake College-related activities;
- Identify and take all reasonable steps to protect children and young people from harm or abuse, including immediately reporting any child safety concerns or allegations of child abuse or harm;
- Have a current Registration to Work with Vulnerable People if required to do so<sup>1</sup>;

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<sup>1</sup> This applies to all staff, volunteers and contractors. The College reserves the right to request a RWVP from other people who engage with the College community.

- Undertake a National Police Check every three years if required to do so<sup>2</sup>;
- Recognize and respect the needs of children and young people from Aboriginal and Torres Strait Islander and culturally and/or linguistically diverse backgrounds;
- Recognize the needs of children and young people with a disability and identify appropriate ways to support them;
- Be mindful that children and young people are not necessarily identifiable when integrated within the College environment;
- Be open and transparent and keep other adults informed of College activities involving children and young people;
- Listen and appropriately respond to the views and concerns of children and young people, especially in relation to abuse, their safety or the safety of another;
- Model appropriate adult behaviour.

#### INAPPROPRIATE AND UNACCEPTABLE BEHAVIOUR

Unacceptable behaviour in relation to child safety by members of the College community may include but is not limited to:

- Exchanging personal contact details, including social networking contacts, with a child or young person, or making unauthorised contact online or via other means with children or their families;
- Failing to secure informed consent from parents/guardians or equivalent prior to filming or photographing a child or young person and/or not complying with restrictions and cultural norms for reproducing or using those images;
- Ignoring or disregarding any concerns, suspicions or disclosures of child abuse or harm;
- Initiating unnecessary or inappropriate physical contact with children or young people;
- Threatening a young person with physical violence or harm;
- Failing to mitigate foreseeable risks associated with activities involving children or young people;
- Using language or behaviour that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- Developing a 'special relationship' with a child or young person that could be perceived as grooming;
- Using online systems or digital devices to exploit or harass children or young people, or access or share content that does so;
- Providing alcohol, non-prescription drugs, cigarettes or vapes to children or young people;
- Encouraging or supporting a young person to abscond or leave the College overnight without the College's approval.

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<sup>2</sup> This applies to all staff and volunteers. The College reserves the right to request a National Police Check from other people who engage with the College community.

## CONSEQUENCES OF BREACHING THE CHILD SAFETY CODE OF CONDUCT

A breach of the Child Safety Code of Conduct by a Jane Franklin Hall community members may result in disciplinary action being taken against them in accordance with Jane Franklin Hall's policies and procedures including and up to termination of employment, residency or cessation of engagement with the organisation.

In addition to any action that may be taken according to Jane Franklin Hall's policies, matters that indicate potential criminal or reportable conduct will be reported to police for investigation and to the Tasmanian State Office of the Independent Regulator.

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## Agreement

(for employees, volunteers and contractors)

I, \_\_\_\_\_, understand and agree to abide by the Child Safe Code of Conduct while a member of the Jane Community.

Signature: \_\_\_\_\_ Date:  
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