



Child Safety Code of Conduct

Responsible Officer	Manager
Date of Commencement	July 2024
Date of Current Review	April 2025
Date of Next Review	April 2026 (reviewed annual as per Child Safety Principle)
Version	V2.0
Approved by	Board

Introduction

Tasmanian Community Fund (TCF) provides a safe, respectful, and nurturing environment for all children. This Code of Conduct outlines expected standards of behaviour regarding interaction with, and supervision of children by designated TCF personnel while directly caring for children engaging with the organisation. A child includes children and young people up to the age of 18 (unless otherwise specified). TCF personnel include Board Members, Intern Directors and staff members allocated to TCF from the State Government and are required to abide by this Code.

All people involved in the care of children on behalf of TCF Tasmania will:

- Comply with this Child Safety Code of Conduct in addition to the TCF Code of Conduct;
- Be responsible for relevant administration of programs and activities in their area;
- Maintain a duty of care towards others involved in these programs and activities;
- Establish and maintain a child-safe environment in the course of their work
- Be fair, considerate and honest with others;

- Treat children and young people with respect and value their ideas and opinions;
- Act as positive role models in their conduct with children and young people;
- Appropriately guide children towards positive and responsible behaviour;
- Be professional in their actions;
- Maintain strict impartiality;
- Comply with specific organisational guidelines on physical contact with children;
- Respect the privacy of children, their families and teachers/carers, and only disclose information to people who have a need to know;
- Operate within the policies and guidelines of the TCF;
- Contact the police if a child is at immediate risk of abuse, phone 000;
- Convey any concerns regarding the welfare of children to the Manager without delay;
- Report inappropriate behaviour by any child to the Manager if the child does not respond to appropriate requests to improve behaviour.

No person shall:

- Shame, humiliate, oppress, belittle or degrade children;
- Unlawfully discriminate against any child;
- Engage in any activity with a child that is likely to physically or emotionally harm them;
- Engage in unnecessary physical contact with a child, or do things of a personal nature for them that they can do for themselves;
- Be alone with a child when there is no professional reason for doing so;
- Develop a 'special' relationship with a specific child for their own needs;
- Show favouritism through the provision of gifts or inappropriate attention;
- Arrange contact, including online contact, with children outside of the organisation's programs and activities;
- Photograph or video a child without the consent of the child and their parents or guardians;
- Engage in open discussions of a mature or adult nature in the presence of children;
- Use inappropriate language in the presence of children; or
- Do anything in contravention of the organisation's policies, procedures or this Code of Conduct.

Related Documents:

- Child Safe and Wellbeing Policy

Child Safe Organisation – TCF Commitment